

FEDERAL BUREAU OF INVESTIGATION
FOI/PA
DELETED PAGE INFORMATION SHEET
FOI/PA# 1378662-0

Total Deleted Page(s) = 9
Page 52 ~ Referral/Consult;
Page 53 ~ Referral/Consult;
Page 54 ~ Referral/Consult;
Page 55 ~ Referral/Consult;
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Page 59 ~ Referral/Consult;
Page 60 ~ Referral/Consult;

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FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: Robert K. Ressler

Where Assigned: Training - Quantico Academic Section
(Division) (Section, Unit)
Behavioral Science Unit

Official Position Title and Grade: Supervisory Special Agent GS-14

Rating Period: from April 1, 1978 to March 31, 1979

ADJECTIVE RATING: Outstanding Employee's Initials
Outstanding, Excellent, Satisfactory, Unsatisfactory

Rated by: [Redacted] Unit Chief 3/31/79
Title Date

Reviewed by: [Signature] Section Chief 3/31/79
Signature Title Date

Rating Approved by: [Signature] Assistant Director 4/5/79
Signature Title Date

TYPE OF REPORT

- ☒ Official ☐ Administrative
☒ Annual ☐ 90-Day
☐ Transfer
☐ Special

REC-134

6763 3503-104

Searched..... Numbered.....

3 APR 27 1979 36

THREE

3 MAY 7 1979

Robert K. Ressler, Supervisory Special Agent
Behavioral Science Unit
Training Division
March 31, 1979

Throughout the rating period SA Ressler has functioned as a resourceful, unselfish, and highly productive supervisor whose sustained outstanding performance is expected to continue for an indefinite period of time. SA Ressler's in-depth knowledge of all phases of criminal psychology and its application to operational situations has been of documented assistance in the solution of at least five complex homicide cases and three sensitive hostage situations.

He has been extensively involved in all aspects of this division's priority training programs in which his versatility, judgment, enthusiasm, and sincere interest in the professional development of Agent and local law enforcement personnel have consistently been recognized by his peers, subordinates, and students.

In addition to his research, writing, and teaching skills, SA Ressler has demonstrated unquestionable accuracy and planning ability in the supervision of this division's Hostage Negotiation, and Psychological Criminal Analysis Programs. Both of these programs required the extensive training of subordinates, the facility to handle personnel, and the formulation of cost effective procedures. Due to his imagination and tenacity he has also initiated the Criminal Personality Research Program which has excellent publication potential and could impact on the national reputation of this division and the Bureau.

SA Ressler's personal appearance is commendable and although his supervisory responsibility in fostering equal employment opportunities has been limited, he has consistently given, in an unselfish manner, his time and talent to insure that all students, regardless of race or sex, are afforded an opportunity to develop requisite law enforcement skills and knowledge.



PHONE 443-6444

SHERIFF'S OFFICE OF COOK COUNTY, ILLINOIS

RICHARD J. DALEY CENTER, CHICAGO, ILL. 60602

RICHARD J. ELROD
SHERIFF

10 September 1979

RICHARD J. ELROD

SHERIFF OF COOK COUNTY
702 RICHARD J. DALEY CENTER
CHICAGO, ILLINOIS 60602

William Webster
Director
Federal Bureau of Investigation
Washington Field Office
Washington, D. C. 20535

Robert K. Ressler

Dear Director:

I am writing to call your attention to the excellent work being done by Special Agents Robert K. Ressler and [redacted] presently assigned to the Federal Bureau of Investigation Academy at Quantico, Virginia.

b6
b7C

Recently, Agents Ressler and [redacted] conducted a 4 day Hostage Negotiation Seminar at the Chicago Police Department Training Center. Having attended a number of training sessions covering this subject I can assure you that, in a qualitative sense, the Bureau can be very proud of the program it offers.

b6
b7C

From an instructional point of view, Agents Ressler and [redacted] brought with them an enthusiasm and spirit of cooperation which I feel is a credit to the Federal Bureau of Investigation. They are to be commended for presenting to local agencies quality training programs of this type.

67-633303-106
9 SEP 20 1979

✓ Ressler; Robert K.

67-633303

Sup SA

Div. 2

NO S/M

Sup SA
Div. 2
NO S/M

Sincerely,

William P. Waldron

William P. Waldron
Director,
Cook County Sheriff's Office
Court Services Training,
Research & Development
Division

b6
b7C

WPW/djk

nml

ack
9-19-79
NB: jmc

CORRESPONDENCE
PERS. UNIT

September 11, 1979

Mr. Thomas C. Seals
Chief of Police
University Police Department
The University of Alabama
in Birmingham
University Station
Birmingham, Alabama 35294

Dear Chief Seals:

It was thoughtful of you to write as you did on
August 30th regarding the Sex Crimes and Homicide Investiga-
tions Seminar recently conducted by Special Agents [redacted]
and Ressler. You may be sure I will share your letter with
them and I know they will be as appreciative of your kind
comments as I am.

Sincerely yours,

William H. Webster
William H. Webster
Director

1 - Birmingham - Enclosure
1 - Mr. Joseph - Enclosure
Personal Attention: Bring to the attention of Special
Agents [redacted] and Robert K. Ressler.

1 - [redacted] - Enclosure
1 - 67-633303 (Robert K. Ressler) - Enclosure

ESH:jmp (6)

READING ROOM
RECEIVED

SEP 11 10 15 AM '79

MATL. ROOM []

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b6
b7C

esh [signature]



The University of Alabama in Birmingham
University Police Department

August 30, 1979

Mr. William H. Webster
Director
Federal Bureau of Investigations
U. S. Department of Justice
Tenn Avenue at 9th Street N. W.
Washington, D.C. 20535

Dear Mr. Webster:

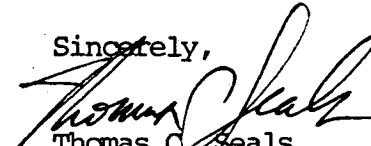
I would just like to take a moment to thank the Bureau and you for the excellent job done on the "Sex Crimes and Homicide Investigations" seminar presented here on August 21 through August 23, 1979. I would particularly like to thank the instructors, [redacted] and Bob Ressler. All the comments I have heard have been about the excellent instruction given. I am sure that I speak for all who attended when I say that the instruction will be of great benefit to the law enforcement agencies in our area.

b6
b7C

Again, let me commend Agents [redacted] and Ressler for their excellent presentation and sincerely thank you for the opportunity to have such instructors in our area. If I or this Department can ever be of assistance, please do not hesitate to call.

b6
b7C

Sincerely,


Thomas C. Seals
Chief of Police

TCS/vmt

cc: V. L. Warnkin
Acting Special Agent in Charge
Birmingham, Alabama

Agent [redacted]
Birmingham, Alabama

REC-143

4 SEP 12 1979

CORRESPONDENCE
REC. REC. UNIT

b6
b7C

Supv. SA DIV 2
NSORN

Robert K. Ressler
67-633303
Supv SA DIV 2
NSORN

September 11, 1979

Mr. Thomas C. Seals
Chief of Police
University Police Department
The University of Alabama
in Birmingham
University Station
Birmingham, Alabama 35294

Dear Chief Seals:

It was thoughtful of you to write as you did on August 30th regarding the Sex Crimes and Homicide Investigations Seminar recently conducted by Special Agents [redacted] and Ressler. You may be sure I will share your letter with them and I know they will be as appreciative of your kind comments as I am.

b6
b7c

Sincerely yours,

William H. Webster
Director

- 1 - Birmingham - Enclosure
- 1 - Mr. Joseph - Enclosure
- Personal Attention: Bring to the attention of Special Agents [redacted] and Robert K. Ressler.
- 1 - [redacted] - Enclosure
- ① - 67-633303 (Robert K. Ressler) - Enclosure

b6
b7c

ESH:jmp (6)

29
67-NOT RECORDED
4 SEP 12 1979



The University of Alabama in Birmingham
University Police Department

August 30, 1979

Mr. William H. Webster
Director
Federal Bureau of Investigations
U. S. Department of Justice
Tenn Avenue at 9th Street N. W.
Washington, D.C. 20535

Dear Mr. Webster:

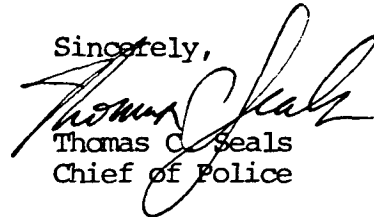
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b6
b7C

Again, let me commend Agents [redacted] and Ressler for their excellent presentation and sincerely thank you for the opportunity to have such instructors in our area. If I or this Department can ever be of assistance, please do not hesitate to call.

b6
b7C

Sincerely,


Thomas C. Seals
Chief of Police

TCS/vmt

cc: V. L. Warnkin
Acting Special Agent in Charge
Birmingham, Alabama

Agent [redacted]
Birmingham, Alabama

CORRESPONDENCE
PEPS. REC. UNIT

b6
b7C

Supv. SA DIV 2
NSORN

Robert K. Ressler
67-633303
Supv SA DIV 2
NSORN



THOMAS E. KELLY
DIRECTOR

KANSAS BUREAU OF INVESTIGATION

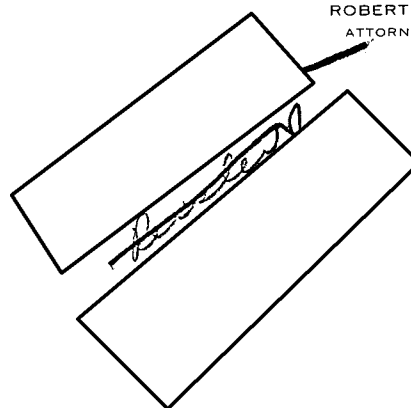
DIVISION OF THE OFFICE OF ATTORNEY GENERAL
STATE OF KANSAS
3420 VAN BUREN
TOPEKA, KANSAS 66611
(913) 296-3026



ROBERT T. STEPHAN
ATTORNEY GENERAL

b6
b7C

February 1, 1980



Mr. William Webster
Director
Federal Bureau of Investigation
J. Edgar Hoover Building
Washington, D. C. 20537

Dear Director Webster:

We are indeed appreciative of the fine service rendered this week by Special Agents Robert Ressler and [redacted]; Behavioral Science Unit; FBI; Quantico, Virginia.

b6
b7C

These gentlemen presented a very informative and helpful course of instruction in homicide investigation with regard to those committed by the psychotic and psychopathic offender. The program was presented to a large number of our agents and detective commanders from Kansas.

The program was arranged with the fine assistance of Special Agent Bill Raynor of the Kansas City office of the FBI, who has always been of great assistance in our training programs.

Sincerely,

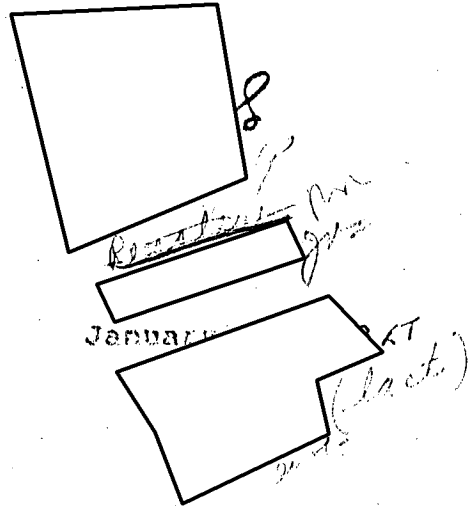
THOMAS E. KELLY
Director

TEK:mem

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Serialized 201
Indexed _____
Filed 201

67-714-84



Mr. O. Franklin Lowie
Special Agent in Charge
Federal Bureau of Investigation
Detroit, Michigan

Dear Frank:

Many thanks for your letter of December 18th. Your first-hand observations are indeed appreciated and it was good to hear that the "Lake Games" exercises were effective training aids. Certainly these training sessions assist us in carrying out our responsibilities much more efficiently.

I will bring your kind comments to the attention of all the personnel who took part in the exercises. Thank you again for writing.

Sincerely yours,

O

Ressler, Robert

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PERSONNEL FILE
67 NOT RECORDED

William H. Webster
Director

- 1 - Albany - Enclosure
Attention SAC: Bring to the attention of appropriate personnel.
- 1 - Denver - Enclosure
Attention SAC: Bring to the attention of appropriate personnel.
- 1 - Milwaukee - Enclosure
Attention SAC: Bring to the attention of appropriate personnel.
- 1 - Seattle - Enclosure
Attention SAC: Bring to the attention of appropriate personnel.
- (1) - Mr. Joseph - Enclosure
Bring to the attention of appropriate personnel.

RAM:jmh (8)

Searched
Serialized
Indexed
Filed

67-714-83



UNITED STATES DEPARTMENT OF JUSTICE

FEDERAL BUREAU OF INVESTIGATION

Detroit, Michigan

December 18, 1979

In Reply, Please Refer to
File No.

Mr. William H. Webster
Director
Federal Bureau of Investigation
Washington, D.C.

Asst. Dir.:
Adm. Servs.
Crim. Inv.
Ident.
Intell.
Laboratory
Legal Coun.
Plan. & Insp.
Rec. Mgmt.
Tech. Servs.
Training
Public Affs. Off.
Telephone Rm.
Director's Sec'y

Dear Judge Webster:

I would like to express sincere appreciation to you and Special Agent in Charge. Recer, Albany Office, for being afforded the opportunity to be an "observer" during the training exercise the week of December 3-7, 1979, at Lake Placid, New York. The "Lake Games" exercises were outstanding in every respect.

As you well know, an "observer" is a brother of the old "Monday morning quarterback" and being so closely related, they have very much in common. However, the "observer" has the opportunity to make evaluations as they occur rather than the following day.

Being an "observer" at "Operation Avalanche", I would be remiss in not stating my honest observations of the exercise. Deputy Assistant Director Jim McKenzie and all members of the Bureau who participated in the exercise, as well as the Albany Office and S.W.A.T. Teams from Denver, Milwaukee and Seattle gave their all to insure the exercise was successful. Everyone involved gave of themselves one hundred percent to insure everything that could be learned would be learned from the exercise. I feel the Bureau is in a much better position to handle an emergency situation because of the "Lake Games" exercises. I can best sum up my observations by stating frankly, this was the best overall presentation by the Bureau in this type of activity I have seen in over a quarter century of Bureau employment.

cc: Mr. Kenneth E. Joseph
Assistant Director
Training Division;
Mr. Ervin L. Recer
SAC, Albany Office

Searched _____
Serialized *ewh*
Indexed _____
Filed *ewh*

67-714-82

I certainly know I learned a great deal that
will be very beneficial to me during the Republican
National Convention in Detroit, Michigan, during July, 1980.

Sincerely,

Frank

O. Franklin Lowie
Special Agent in Charge

UNITED STATES GOVERNMENT

Memorandum

UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

Assoc. Dir. _____
Dep. AD Adm. _____
Dep. AD Inv. _____
Asst. Dir.:
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Intell. _____
Laboratory _____
Legal Coun. _____
Plan. & Insp. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Public Affs. Off. _____
Telephone Rm. _____
Director's Sec'y _____

TO : Mr. Long

DATE: 12/10/79

FROM : K. E. Joseph

SUBJECT: RESERVE MATTERS
SPECIAL AGENT PERSONNEL

ReBuairtel to All SACs dated 11/30/79, captioned
as above.

Purpose:

To forward attached letters regarding reserve status
of SAs [redacted] Robert K. Ressler, and [redacted]
[redacted]

b6
b7C

Recommendation:

For information.

Details:

Previously mentioned letters were requested concerning
above-described personnel.

Enclosures (3) - none attached

ALL:kyb
(2)

67-101-100000

[Handwritten signature]



Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

FBI/DOJ

4 MAR 10 1980

FBI Academy
Quantico, Virginia 22135
October 29, 1979

Mr. Robert K. Ressler
FBI Academy
Quantico, Virginia

Dear Bob:

As you are aware, the Society of Former Special Agents recently concluded what it described as one of its more highly successful annual conventions in our Nation's Capitol.

I have been personally contacted by numerous members of the Society, as well as receiving feedback from many of our Bureau executives at Headquarters, relative to the tour provided to our former Special Agents and their families. Without exception, they applauded the tour of the FBI Academy as the highlight of the convention.

I am particularly appreciative of your personal involvement and role in making this tour a friendly homecoming, highly informative and pleasurable event for our retired colleagues.

The professional manner in which you provided a thorough briefing of our programs and informative tour of the Academy will be of immeasurable value to our FBI family. The Society is strongly supportive of our Director and FBI activities and they remain sincerely devoted and dedicated to the mission and contributions the Bureau provides the citizenry of the United States.

The significant changes in programming and facilities of the new Academy were very meaningful to our former colleagues.

I am particularly proud of the men and women of this institution and for having the opportunity of being a part of the world's finest law enforcement institution.

Please accept my sincere thanks for a splendid job performed in the highest traditions of FBI excellence.

Sincerely,

Kenneth E. Joseph, Ph.D.
Assistant Director

KEJ:pbd
(2)

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Indexed _____
Filed *ewh*

KEJ

67-714-80



UNITED STATES DEPARTMENT OF JUSTICE

FEDERAL BUREAU OF INVESTIGATION

26 Federal Plaza
New York, New York 10007
October 26, 1979

In Reply, Please Refer to
File No.

b6
b7C

Dr. Kenneth Joseph
Assistant Director In Charge
Federal Bureau of Investigation
Quantico, Virginia

Dear Ken: *[Handwritten initials]*

[Handwritten: Ressler, Robert]

I would like to extend my appreciation to you and the Behavioral Science Unit of the Academy for the recent success of a Basic Hostage Negotiator course conducted at New York.

I have been advised that the response to the course was overwhelmingly enthusiastic. Of particular note were the efforts of Unit Chief Larry Monroe who coordinated the Planning and Development of the school with our people in New York, and the expert instruction of Bob Ressler and *[Redacted]*. The highly effective and professional manner in which they delivered the material was certainly a key to the final outcome.

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It goes without saying that this course, the first of its kind in that training was afforded Agents in the field, has given us a much needed boost in our continuing need to meet the threat of a variety of potential hostage situations in the metropolitan area. I am particularly pleased that the school not only assisted our own Hostage Negotiation Program, but also contributed to the needs of a number of neighboring field offices.

Congratulations to your staff on a superb effort.

Very truly yours,

[Handwritten signature: Neil J. Welch]
NEIL J. WELCH
Assistant Director In Charge

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67 NOT RECORDED

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Index _____
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[Handwritten: 67-114-79]

DE-77 X-75

September 19, 1979

Mr. William P. Waldron
Director
Court Services, Training, Research
and Development Division
Cook County Sheriff's Office
702 Richard J. Daley Center
Chicago, Illinois 60602

Robert K. Ressler

Dear Mr. Waldron:

It was very thoughtful of you to write on September 10th regarding the instruction provided by Agents Ressler and [redacted] at the Hostage Negotiation Seminar in Chicago. I know these gentlemen will appreciate your generous remarks concerning their presentations and I will see that copies are placed in their personnel files.

b6
b7C

Please be assured of our continued cooperation in training matters such as these in the future.

Sincerely yours,
William H. Webster

William H. Webster
Director

- 1 - Mr. Joseph - Enclosure
Personal Attention: Bring to the attention of SAs Robert K. Ressler and [redacted]
1 - 67-633303 (Robert K. Ressler) - Enclosure
1 - [redacted] - Enclosure

b6
b7C

NOTE: Bufiles contain nothing identifiable with correspondent.

NB:jmh (5)

MAILED 8
SEP 19 1979
FBI

Assoc. Dir. _____
Dep. AD Adm. _____
Dep. AD Inv. _____
Asst. Dir.:
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Intell. _____
Laboratory _____
Legal Coun. _____
Plan. & Insp. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Public Affs. Off. _____
Telephone Rm. _____
Director's Sec'y _____

APPROVED:

Director _____
Assoc. Dir. _____
Dep. AD Adm. _____
Dep. AD Inv. _____

Adm. Serv. _____
Crim. Inv. _____
Ident. _____
Intsil. _____
Laboratory _____

Legal Coun. _____
Plan. & Insp. _____
Rec. Mgnt. WLB/rom
Tech. Servs. _____
Training _____
Public Affs. Off. _____

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FBI/DOJ



nb
29

Law Enforcement Training
Division of Continuing Education
LOUISIANA STATE UNIVERSITY AND AGRICULTURAL AND MECHANICAL COLLEGE
BATON ROUGE · LOUISIANA · 70803
February 21, 1980

504 / 388-5115

Mr. William H. Webster, Director
Federal Bureau of Investigation
Washington, D.C. 20535

Please Refer to File: S 1-3

Dear Mr. Webster:

On February 12 - 15, 1980, the LSU Law Enforcement Training Program sponsored a 4-day seminar on Advanced Criminology. Supervisors Robert K. Ressler and [redacted] conducted this seminar which was attended by 45 law enforcement officers from throughout the State of Louisiana and from the Gulfport, Mississippi, Police Department. The instruction and organization was superb. All of the officers in attendance were very enthused about the information and material that was presented and were highly complimentary of the ability of Supervisors Ressler and [redacted]. Many requests were made during the seminar for this course to be repeated in Louisiana so that other members of their departments could attend.

b6
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We appreciate very much the cooperation that you and all members of the FBI have always given to our training program and hope that we will be able to sponsor this very important training seminar again in the future.

Sincerely,

[redacted signature block]

Head [redacted]
Law Enforcement Training Program

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BJB:ss

✓ Ressler, Robert K.
67-633301
GS-14 Supv SA D#2
NSOM.

[redacted box]

Supv SA GS-14 D#2
NSOM.

67-633301-100	
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10 MAR 4 1980	

CORRESPONDENCE
FBI UNIT

Ack
3/3/80
NB. jma

cmf

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: ROBERT K. RESSLER

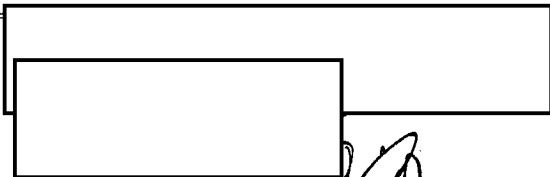
Where Assigned: Training Division Academic Section
(Division) (Section, Unit)
Behavioral Science Unit

Official Position Title and Grade: Supervisory Special Agent, GS-14Rating Period: from April 1, 1979 to March 31, 1980

ADJECTIVE RATING: EXCELLENT
Outstanding, Excellent, Satisfactory, Unsatisfactory

Employee's
Initials

Rated by:



Unit Chief

4/1/80

Title

Date

Section Chief

4/1/80

Reviewed by:

Signature

Title
Assistant Director

MAY 4 1980

Rating Approved by:

Signature

Title

Date

TYPE OF REPORT

☒ Official
☒ Annual

☐ Administrative
☐ 90-Day
☐ Transfer
☐ Special

REC-149

67-633303-109

Searched..... Numbered.....

4 MAY 12 1980 / 28

THREE

#16

4 MAY 13 1980

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL CHECKLIST AND NARRATIVE COMMENTS

(For use as attachment to Performance Rating Form FD-185)

Name of Employee ROBERT K. RESSLER

Note: Only those items having pertinent bearing on employee's performance during the rating period should be rated. Actual performance is to be compared with current, existing job description requirements.

RATE ITEMS AS FOLLOWS:

- + **Outstanding** (To warrant overall +, all rated elements must be +, and justified in writing.)
- E **Excellent** (Overall E must be supported by E or + on majority of items, including important elements.)
- ✓ **Satisfactory**
- **Unsatisfactory** (If any item so rated, overall adjective rating can be no better than Satisfactory.). Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.
- O No opportunity to appraise. In other responses, use "X."

(Use INK for Checklist - DO NOT TYPE)

RESPOND TO EVERY ITEM

- + 1. Personal appearance.
- + 2. Personality and effectiveness of personal contacts.
- + 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).
- E 4. Physical fitness (including health, energy, stamina). Any physical limitations affecting performance? ☐ Yes ☒ No. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? ☐ Yes ☒ No. If answer to either is yes, explain.

- + 5. Resourcefulness, ingenuity, and initiative.
- + 6. Forcefulness and aggressiveness as required.
- E 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
- + 8. Planning of work.
- + 9. Accuracy and attention to pertinent detail.
- + 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.
- + 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
- + 12. Performance results (rate if applicable and mark others O) O A. Foreign Counterintelligence (FCI); O B. Criminal Investigative; O C. Fugitive; O D. Applicant; O E. Accounting; O F. Informants; O G. Domestic Security and Terrorism; + H. Other, such as Supervisor

Comment on type of work handled entire rating period, including performance in other divisions, and appraisal of overall work performance:

SA Ressler continues to function as a resourceful, unselfish, and highly productive supervisor in the Behavioral Science Unit. He has supervised this unit's Hostage Negotiation Training Program and Criminal Personality Research Program in an outstanding fashion. In addition to participating as an instructor in all aspects of this unit's training responsibilities, he has authored two articles for publication and has lectured extensively throughout the United States at both law enforcement and academic conferences and seminars. He is completely versed in the area of criminal psychology and during the past year, has assisted in the administration of the Behavioral Science Unit.

Complexity of matters handled: ☐ None ☐ Moderate ☒ Most complicated

Degree of supervision required: ☐ Above average ☐ Average ☒ Minimum ☐ None

A. Employee signifies by initialing hereafter that during the course of receiving the performance rating report (limit this provision to annual, 60-day or 90-day reports) employee has read and understands position description.

Employee's
Initials

RKR

B. Is employee available wherever needs of service require for general assignment? ☒ Yes ☐ No Special assignment? ☒ Yes ☐ No

C. Is employee qualified to operate a motor vehicle incidental to official duties? ☒ Yes ☐ No
If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle to be used.
(b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

D. Specify general nature of assignment during most of rating period (such as security (FCI), criminal, applicant squad, Accountant, or as Resident Agent, supervisor, instructor, etc.):

Supervisor, researcher, instructor

ADJECTIVE RATING: Excellent

(Outstanding, Excellent, Satisfactory, Unsatisfactory)

EMPLOYEE'S INITIALS

RKR

(Checklist and Narrative Comments continued)

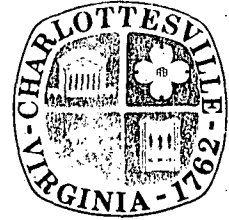
- E 13. Firearms. Check One: ✓ Qualified _____ Qualified Instructor _____ Expert _____
- E 14. Reporting: (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)
O A. Reports; E B. Memos, letters, wires.
- O 15. Performance as a witness during rating period.
- E 16. Executive and supervisory evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents; underline applicable.)
+ A. Leadership + F. Devising procedures
+ B. Ability to handle personnel + G. Promoting high morale
+ C. Making decisions + H. Getting results
+ D. Assignment of work E I. Furthering equal employment opportunity
+ E. Training subordinates
- O 17. Raids and dangerous assignments; _____ A. As leader; _____ B. As participant.
- E 18. Miscellaneous. Specify and rate:
E Dictation; O Applicant recruitment; _____ Other _____
19. Foreign Language Ability: Proficient in NA language(s).
Can handle typical investigative problems as follows:
A. Conversation form _____ (language) ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory
B. Written form _____ (language) ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory
Frequency _____ language ability used during rating period _____.
Anticipated use during ensuing year _____.
- C. Completed Bureau Language School ☐ No ☐ Yes _____ (Specify language(s))
20. Administrative Advancement
A. ☐ Not Interested (If this block is checked; ignore B, C, and D.)
B. ☒ Yes ☐ No Agent is completely available for administrative advancement.
C. ☒ Yes ☐ No Agent is considered qualified for administrative advancement, including experience, ability, personality, and appearance.
If answer to C is "Yes," Agent's qualifications are considered
☐ Very Good ☒ Excellent ☐ Outstanding
D. Explain if interested but not now qualified.
- E. ☐ Yes ☒ No Agent should update his Career Development Summary. (If answer is "Yes," instruct Agent to submit current FD-477. If Agent has less than 10 years of service (as an Agent), he must execute this form if three years have elapsed since last submission.)
21. Number of Incentive Awards 0.
Commendations received from Director: 0 Through Superior 3.
Suggestions submitted 0.
If none, check block ☐.
22. Disciplinary Action and Justification for any Unsatisfactory Items. ☒ None
(List items taken into consideration on Checklist.)

CITY OF CHARLOTTESVILLE

Office of Chief of Police

606 E. Market St. • Charlottesville, Virginia • 22902

Telephone 804-295-0157



March 19, 1980

Mr. James McKenzie
Assistant Director of Training Division
FBI National Academy
Quantico, VA 22135

Dear Mr. McKenzie:

I had the honor of attending the 119th Session of the National Academy from September 29, 1979 to December 14, 1979. All courses taken were outstanding as far as the materials presented and the instructors. The one class which has been most beneficial to me was the Sociology, Psychology on the Aspects of Community Behavior.

I was taught a class by [redacted] and Robert K. Ressler on Criminology from the Police Perspective. Through their expertise and the class on Psychologically Profiling, I was able to apprehend a suspect who had broken into two residences in the nighttime and sexually assaulted two juvenile females.

I feel from an investigators standpoint, that these types of classes would be most beneficial to Law Enforcement throughout the country, and would certainly hope that it could be expanded. Because of my past 27 years of law enforcement experience, I have never heard of psychological profiling a suspect and am extremely interested in this type of investigative tool.

Please thank [redacted] and Robert Ressler for their contribution in this field.

Sincerely,

J. deKoven Bowen
Chief of Police

[redacted]
Youth Division

Commander

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ds PERSONNEL FILE
67 NOT RECORDED

Searched _____
Serialized _____
Indexed _____
Filed _____
67-714-89

DEPARTMENT OF THE AIR FORCE

AIR FORCE OFFICE OF SPECIAL INVESTIGATIONS
BOLLING AIR FORCE BASE, DC 20332



11 MAR 1980

b6
b7C

[Signature]
Mr. James D. McKenzie
Assistant Director for Training
FBI Academy
Quantico, VA 22135

Dear Mr. McKenzie

I would like to extend my appreciation to you and particularly to Special Agent Robert Reesler of your Staff for the assistance provided during the Air Force Hostage Negotiations Conference held during the period March 5 - 7, 1980. Mr. Reesler provided an excellent briefing on the FBI Hostage Negotiations program and more importantly provided great insight into the problems surrounding hostage situations. We plan to incorporate many of the ideas presented by Mr. Reesler into our own procedures and policy which are being developed.

We are truly grateful for the assistance provided in this matter and in the past. If we can ever be of assistance please advise.

b6
b7C

[Redacted]
Colonel, USAF
Commander

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67 NOT RECORDED

Searched _____
Serialized *[Signature]*
Indexed _____
Filed *[Signature]*

67-774-88

March 3, 1980

[redacted]
Law Enforcement Training Program
Louisiana State University and
Agricultural and Mechanical College
Baton Rouge, Louisiana 70803

Dear [redacted]:

It was very kind of you to write on February 21st and comment so favorably regarding the instruction provided by Special Agents Ressler and [redacted] at the seminar on Advanced Criminology at Louisiana State. You may be assured I will share your communication with these Agents and I am sure they will join me in thanking you for your generous recognition of their efforts.

Sincerely yours,

William H. Webster

William H. Webster
Director

- 1 - Mr. Joseph - Enclosure
Personal Attention: Bring to the attention of SAs Robert K. Ressler and [redacted]
1 - 67-633301 (Robert K. Ressler) - Enclosure
1 - [redacted] - Enclosure

Exec AD Inv. 1
Exec AD Adm. 1
Exec AD LES 1
NB: jmh (5)

Asst. Dir.:
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Intell. _____
Laboratory _____
Legal Coun. _____
Plan. & Insp. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Public Affs. Off. _____
Telephone Rm. _____
Director _____

100-13

May 29, 1980

Director of Security
Zenith Radio Corporation
1900 North Austin Avenue
Chicago, Illinois 60639

Ressler, Robert K.

b6
b7C

Dear [redacted]

Thank you so much for your May 13th letter commending Bureau personnel who participated in the FBI's seminar on terrorist activities. I am pleased by the success of this program and by the high esteem you have expressed for those involved. I am sure all will join me in thanking you for your very favorable comments.

Sincerely yours,

William H. Webster

William H. Webster
Director

MAY 29 1980

FBI

RECEIVED
FBI
MAY 30 1980
U.S. DEPT. OF JUSTICE
RECORDS MANAGEMENT

- 1 - Chicago - Enclosure
Personal Attention SAC: Also bring to the attention of SAs [redacted]
- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SA Robert K. Ressler.
- 1 - Mr. Mullen - Enclosure
Personal Attention: Bring to the attention of SAs [redacted]

b6
b7C

NOTE: We have had prior limited correspondence with [redacted]. Following approval, this communication should be routed to the Personnel Records Unit of the Records Management Division which should prepare necessary additional file copies for employees named.

CAM: [redacted] 6/1/80
6/1/80 as incoming

RECEIVED DIRECTOR



ZENITH RADIO CORPORATION □ 1900 NORTH AUSTIN AVENUE □ CHICAGO, ILLINOIS 60639 □ (312) 745-2000

May 13, 1980

Mr. William H. Webster
Director
United States Department of Justice
Federal Bureau of Investigation
Washington, D. C. 20585

Dear Mr. Webster:

RE: FBI Midwest Regional Seminar on Law Enforcement and
Corporate Level Efforts in Combating Terrorist
Activities, Chicago, Illinois 4/29 - 5/1/80

I wish to express my thanks and appreciation to you and Mr. James
Ingram, Special Agent in Charge, Chicago Office, for my invitation
in attending the Second Seminar in Combating Terrorist Activities.

I also wish to commend Mr. James Ingram, Agent, Supervisor, Chicago Office; S. S. Mignosa, Chief, Terrorism
Section; Terrorist Research Bomb
Division; Thomas C. Deans, Agent in Chicago and Robert K. Ressler,
Training Division, for the outstanding program that was presented
at the conference.

I discussed the program contents with others attending the con-
ference and everyone was of the opinion that this program was an
outstanding program that was presented to law enforcement and cor-
porate personnel.

Very truly yours,

Director of Security

X Ressler Robert K.

67-633303
Supv SA GS-14 D-2
NSOM

SA GS-13 CG
NSOM

b6
b7C

b6
b7C

b6
b7C

SA GS-14 D-6

ACB 5-29-80
min. link

CONFIDENTIAL
for
follow

May 14, 1980

Director of Security
Standard Oil Company (Indiana)
Post Office Box 5910-1
Chicago, Illinois 60691

Dear [redacted]

Robert K. Ressler

Thank you for your thoughtful letter of May 5th.

I appreciate your participation in our Seminar on Law Enforcement and Corporate Level Efforts in Combating Terrorist Activity, as well as your generous remarks regarding the efforts of my associates who conducted this Seminar. It will be a pleasure for me to share your letter with the appropriate personnel and I know they will be as grateful as I am for your praise.

Sincerely yours,

William H. Webster

William B. Webster
Director

Chicago - Enclosure

Personal Attention SAC: Also bring to the attention of ASAC Robert J. Ivey and Special Agents [redacted]

1 - Mr. Mullen - Enclosure

Personal Attention: Bring to the attention of Special Agents [redacted] Sebastian S. Mignosa and [redacted]

1 - Mr. McKenzie - Enclosure

Personal Attention: Bring to the attention of Special Agent Robert K. Ressler.

① - [redacted] - Enclosure

NOTE: Upon approval, this communication should be routed to the Filing, Special File Room and Personnel Records Unit of the Records Management Division which should prepare necessary additional file copies for employees named.

ESH:jmh (6)

cc AD Inv. _____
cc AD Adm. _____
cc AD LES _____
st. Dir. _____
dm. Servs. _____
rim. Inv. _____
lent. _____
toll. _____
laboratory _____
egal Coun. _____
lan. & Insp. _____
ec. Mgnt. _____
ech. Servs. _____
training _____
ilic Affs. Off. _____
ephone Rm. _____
ector's Sec'y _____

MAIL ROOM [redacted]

9 MAY 27 1980

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Rec. Mgnt.	_____
Tech. Servs.	_____
Training	_____
Public Affs. Off.	_____
Telephone Rm.	_____
Director's Sec'y	_____

Standard Oil Company (Indiana)

200 East Randolph Drive
Post Office Box 5910-A
Chicago, Illinois 60680
312-856-4111

Robert A. Huerta
Director of Security

May 5, 1980

Honorable William H. Webster
Director
Federal Bureau of Investigation
10th and Pennsylvania Avenue, N.W.
Washington, D. C. 20535

Dear Sir:

I recently attended and was permitted to make a presentation at the FBI Midwest Regional Seminar on Law Enforcement and Corporate Level Efforts in Combating Terrorist Activity hosted by James O. Ingram, S.A.C., Chicago.

It was a most informative and well prepared seminar, a cooperative effort of the Chicago FBI staff and the Headquarters' staff.

Each member of the Chicago and Headquarters' staffs should be commended for an excellent presentation made in the most professional manner.

I feel that one of the ways to combat terrorism is the exchange of information and ideas, and that was certainly accomplished in this seminar, thanks to the FBI.

For your information, the following FBI members were on the program:

Ingram, James O.
Sup SA (SAC) GS-17 CG
NSOM

J. O. Ingram
R. Ivey

[Redacted]

FBI Chicago

[Redacted]

SA GS-13 CG
NSOM

[Redacted]

SA GS-12 CG
NSOM

S. S. Mignosa

[Redacted]

R. K. Kessler

FBI Headquarters

X Mignosa, Sebastian S.
Sup SA (Chief) GS-16 D-6
NSOM

[Redacted]

Supv SA GS-14 D-6

Very truly yours,

[Redacted]

Sup SA GS-14 D-6
NSOM

Numbered
MAY 1980
67-6333-2
Sup SA GS-14 D-6
NSOM

PAD

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5/16

S.C.
MAY 7 1980

Ivey, Robert J.
Supv SA GS-15 CG
NSOM A-14C

[Redacted] sdh
Supv SA GS-14 CG
NSOM

15-14-80
EST

April 16, 1980

Gessler, Robert K

Brigadier General V. T. Blaz, USMC
Deputy Chief of Staff for Reserve
Affairs
Headquarters, U. S. Marine Corps
Washington, D. C. 20380

Dear General Blaz:

I certainly appreciate your thoughtfulness in writing on April 1st commending various members of our FBI Academy Staff for their efforts in conducting a behavioral science course last month for 46 Marine Reserves. It will be a pleasure for me to share the contents of your letter with the appropriate individuals and I know they will be as pleased as I was to learn that their efforts received such a positive response. We, too, are grateful for the close relationship that exists between our agencies and we want to assure you of our desire to be of assistance in matters of mutual interest.

With warm regards,

Sincerely yours,

William H. Webster

William H. Webster
Director

- 1 - Mr. McKenzie - Enclosures (2)
Personal Attention: Also bring to the attention of those individuals named on the list provided by General Blaz.
- 1 - Mr. Mintz - Enclosures (2)
Personal Attention: Bring to the attention of SAs [redacted]

b6
b7C

NOTE: Upon approval, this communication should be routed to the Filing, Special File Room and Personnel Records Unit of the Records Management Division which should prepare additional file copies for employees named.

ESH:jmh (5)

APPROVED:

Adm. Serv.

Legal Coun.

Crim. Inv.

Plan. & Insp.

Director

Exec. AD Inv.

Ident.

Exec. AD-Adm.

Intell.

Exec. AD-LES

Laboratory

Training

Public Affs. Off.

Exec AD Inv. _____
Exec AD Adm. _____
Exec AD LES _____
Asst. Dir.:
Adm. Servs. _____
Crim. Inv. _____
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Intell. _____
Laboratory _____
Legal Coun. _____
Plan. & Insp. _____
Rec. Mgmt. _____
Tech. Servs. _____
Training _____
Public Affs. Off. _____
Telephone Rm. _____
Director's Sec'y _____

8 APR 25 1980

Headquarters, U. S. Marine Corps
Washington, D. C. 20380

1 April 1980

Dear Mr. Webster,

Lawrence J. Monroe

During the period March 17 through 28, the FBI Academy hosted a two week behavioral science course for forty-six Marine Reserves. The preponderance of the class was composed of Reserves who are sworn law enforcement officers in their civilian endeavors. Attendees were carefully selected by a screening process at Headquarters Marine Corps and virtually all parts of the nation were represented. This was the fifth such FBI/MCR group since the inception of the program in 1976.

I wish to express the appreciation of the Marine Corps for the outstanding support which Assistant Director James D. McKenzie and Academic Chief Lawrence J. Monroe provided for FBI/MCR Class #5. The Supervisory Special Agent [redacted] guided this effort was [redacted]. Having reviewed the student evaluations, it is clear that Agent [redacted] was a fortuitous addition. The students were unanimous in their opinion that [redacted] did an outstanding job.

b6
b7C

Searched..... Numbered.....
9 APR 21 1980

ENCLOSURE The Marine Corps is very proud of its close relationship with the Federal Bureau of Investigation. I am personally pleased with the instructional performance rendered by the Academy.

JAMES D. MCKENZIE

LAURENCE J. MONROE

Assistant Director
DIV. 2 NSOR

16
14
Supv. SA Div. 2
NSOR

Supv. SA Div. 2
NSOR

b6
b7C

ACK 4/10/80
ESA: JMK

staff assigned to this project. May I ask your assistance in thanking the Supervisory Special Agents who taught the Marine Reserve course. I have attached a list, naming those gentlemen, to facilitate this request.

Sincerely,



V. T. BLAZ

Brigadier General, U. S. Marine Corps
Deputy Chief of Staff for Reserve Affairs

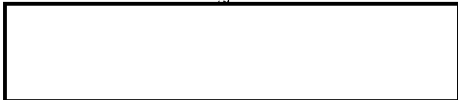
Mr. William H. Webster
Director
Federal Bureau of Investigation
10th and Pennsylvania Avenue, NW
Washington, D.C. 20535

SUPERVISORY SPECIAL AGENTS

Behavioral Science Unit, Training Division

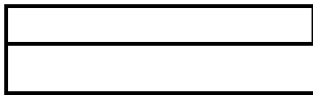


Robert K. Ressler



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Special Operations and Research Unit, Training Division



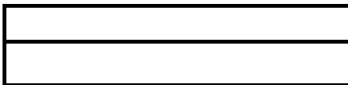
Supv SA, D-2, GS-14, NSORM

Supv SA, D-2, GS-15, NSORM



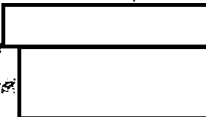
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Legal Unit, Training Division



Supv SA, D-9, GS-14, NSORM

Supv SA, D-9, GS-14, NSORM



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Robert K. Ressler

67-633303

Supv. SA DIV. 2

NSORM

Supv. SA DIV. 2
NSORM

Supv. SA: DIV. 2
NSORM

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NSORM

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Supv. SA DIV. 2
NSORM

Supv SA DIV. 2

NSORM ENCLOSURE



SAC, Cleveland

4/10/80

Director, FBI (1-1152-11)

Police Training

~~CRIMINAL PSYCHOLOGY IN SERVICE~~
~~CLEVELAND POLICE DEPARTMENT ACADEMY~~
~~CLEVELAND, OHIO~~
~~5/20-23/80~~

ReBurs 8/30/79.

The instructors for captioned school will be Special Agent Supervisors Robert K. Ressler and [redacted] of the Behavioral Science Unit, Training Division. Details concerning the school should be coordinated with them at the FBI Academy.

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b7C

Submit the appropriate forms when all plans are finalized.

1 - [redacted]
1 - [redacted]
1 - Mr. Ressler
1 - [redacted]

sent sep

b6
b7C

MKM:ds1
(9)

NOTE: Reply coordinated with Behavioral Science Unit.

Exec AD Inv.
Exec AD Adm.
Exec AD LES
Asst. Dir.:
Adm. Servs.
Crim. Inv.
Ident.
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Plan. & Insp.
Rec. Mgmt.
Tech. Servs.
Training
Public Affs. Off.
Telephone Rm.

APR 10 1980
MAILED
FBI

67-NOT RECORDED
10 APR 24 1980

PERS. REC. UNIT

DE-70/-1152-11-1036



cam
-f

COMMONWEALTH of VIRGINIA

DEPARTMENT OF GENERAL SERVICES DIVISION OF CONSOLIDATED LABORATORY SERVICES

1 NORTH 14TH STREET RICHMOND, VIRGINIA 23219

WARREN G. JOHNSON

DIRECTOR, BUREAU OF FORENSIC SCIENCE

September 26, 1980

Ressler, Robert K.

The Honorable William L. Webster
Director of the Federal Bureau of
Investigation
United States Department of Justice
Ninth Street & Pennsylvania Avenue
Washington, D.C. 20535

Dear Judge Webster:

It was kind of you to allow Special Agent Robert K. Ressler to participate as an instructor in the recent Virginia Forensic Science Academy Retraining Seminar. His professional and very knowledgeable presentation received highest praise from both students and faculty. The material presented will undoubtedly aid each officer in the performance of his duties and stimulate a new awareness of the importance of "Suspect Profile Development".

Again, your support of the Virginia Bureau of Forensic Science and our Training programs is sincerely appreciated.

Sincerely,

Warren G. Johnson

Warren G. Johnson
Bureau Director

WGJ/sf

Robert K. Ressler

67-633303

Supv. SA DIV. 2

REC-43

67-633303-113	
Numbered.....	67
2 OCT 16 1980	

Ack
10-14-80
ESTH: yfw/jmh

CORRESPONDENCE
PERS. REC. UNIT

mm

✓ 10 REC 48

August 22, 1980

Colonel [redacted] USAF
Commander
Office of Special Investigations
Bolling Air Force Base
Washington, D. C. 20332

b6
b7C

Dear Colonel [redacted]:

I certainly appreciate your thoughtful letter of August 12th commending Special Agents Ressler and [redacted] for the training they provided those attending the hostage negotiations instructions courses at Erding Air Base. It will be a pleasure for me to share your generous remarks with these men and I know they will join me in thanking you for your praise. I am glad their efforts were so well received and want to assure you of our continued desire to be of help whenever possible.

b6
b7C

Sincerely yours,

William H. Webster
William H. Webster
Director

MAILED 4
AUG 22 1980

- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of Special Agents Robert K. Ressler and [redacted]
- 67-633303 (Robert K. Ressler) - Enclosure
- [redacted] - Enclosure

b6
b7C

NOTE: Bufiles reflect prior cordial correspondence with Colonel [redacted]
BSH:jmh (5)

Exec AD Inv. _____
Exec AD Adm. _____
Exec AD LES _____
Asst. Dir.:
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
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Training _____
Public Affs. Off. _____
Telephone Rm. _____
Director's Sec'y _____

FBI
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10 AUG 29 1980
MAIL ROOM ☒

esb

UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

MEMORANDUM

DATE: 12/22/80

TO : DIRECTOR, FBI
ATTN: ASSISTANT DIRECTOR, TRAINING DIVISION

FROM : SAC, RICHMOND (1D-175)

SUBJECT: SPECIAL AGENT IN-SERVICE
VIRGINIA STATE POLICE
BUREAU OF CRIMINAL INVESTIGATION

Enclosed is a letter received by this office from Captain [redacted] Virginia State Police (VSP), commending Special Agents [redacted] and Robert K. Gessler of the Behavioral Science Unit, FBI Academy. The cooperation shown this office by Unit Chief [redacted] and the members of his unit has consistently exceeded normal expectations and greatly enhanced this Division's ability in its Police Training mission.

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REC-23

[redacted]	
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10 FEB 10 1981	

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② - Bureau (Enc. 1)
1 - Richmond
EFS/mrs
(3)

ENCLOSURE 10

CONFIDENTIAL

PERS. REC. UNIT

TWO

101
2 FEB 13 1981

COL. D. M. SLANE
SUPERINTENDENT

LT. COL. J. S. PEARSON
ASST. SUPERINTENDENT

JAY COCHRAN, JR.
DIR. OF INVESTIGATION

MAJOR C. M. BOLDIN
PLANNING

MAJOR A. HOLCOMB
ADMINISTRATION

MAJOR C. S. JOHNSON, JR.
FIELD SUPERVISOR

MAJOR C. E. OLIVE
PERSONNEL

MAJOR C. M. ROBINSON
FIELD SUPERVISOR



COMMONWEALTH of VIRGINIA

DEPARTMENT OF STATE POLICE

P. O. BOX 27472
RICHMOND, VIRGINIA 23261

R. L. BERRYMAN
DEPUTY DIR. OF INV.

CAPT. L. A. GRAHAM
TRAINING

CAPT. G. W. KELLAM, JR.
COMMUNICATIONS

D. W. DIX
PROPERTY & FINANCE

CAPT. R. M. TERRY
SAFETY

CAPT. W. R. WAGNER, JR.
RECORDS & STATISTICS
TELEPHONE 804-272-1431

December 1, 1980

Mr. William B. Branon
Acting Special Agent in Charge
P. O. Box 12325
Richmond, Virginia 23241

Dear Mr. Branon:

We wish to express our appreciation to the Federal Bureau of Investigation for providing Special Agents [redacted] and Robert K. Ressler to instruct in our Special Agent In-Service School.

The expertise and professionalism provided by the instructors enabled us to present a program which was very informative and beneficial to our members. The quality of instruction will help us keep abreast of the complexities of the criminal investigations that the Special Agents encounter in performing their duties.

Your continued interest in our training program is appreciated.

Sincerely,

[redacted]
[redacted] Captain
Training Officer

LAG/st

ENCLOSURE

November 21, 1980

Brigadier General Harley F. Mooney, Jr., USA (Ret.)
Superintendent
Department of Public Safety
725 Jefferson Road
South Charleston, West Virginia 25309

Dear General Mooney:

Thank you so much for your November 6th letter commending Special Agents [redacted] Ressler and [redacted]. Knowing the importance of well-trained law enforcement officers, we are always happy to participate in training programs, and I am indeed pleased by your comments concerning the assistance of my associates. Your words of praise will mean a great deal to them, and I am sure Messrs. [redacted] Ressler and [redacted] will join me in expressing appreciation for your kind remarks.

b6
b7c

Sincerely yours,

William H. Webster
Director

- 1 - Pittsburgh - Enclosure
Personal Attention SAC: Bring to the attention of SA [redacted]
- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SAs [redacted] and Robert K. Ressler.
- 1 - [redacted] Enclosure
- ① - 67-633303 (Robert K. Ressler) - Enclosure
- 1 - [redacted] - Enclosure

b6
b7c

NOTE: We have had limited correspondence with General Mooney. Address and salutation per outgoing dated 9/12/79.
CAM:jmh (7)

67-NOT RECORDED
5 NOV 25 1980



Department of Public Safety
(West Virginia State Police)
725 Jefferson Road
South Charleston, West Virginia 25309

John D. Rockefeller III
Governor

Executive Office

Harley H. Mooney, Jr.
DC, USA (Ret)
Superintendent

November 6, 1980

Department of Public Safety
725 Jefferson Road
South Charleston, West Virginia 25309

Executive Office

The Honorable William H. Webster, Director
Federal Bureau of Investigation
United States Department of Justice
Pennsylvania Avenue at Ninth, N. W.
Washington, D. C. 20535

Dear Judge Webster:

The West Virginia Chapter of the FBINAA conducted an in-service training session October 18, 19 and 20th at the West Virginia State Police Academy.

Your Special Agents [redacted] and Robert Ressler from Quantico made very professional presentations which were perceived by those in attendance as the "best ever". I would like to express my special appreciation and that of the class to Special Agent [redacted] His individual interest, professional attitude, and guidance have left members of the West Virginia Chapter greatly indebted to him.

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b7C

The support and cooperation of all Bureau personnel was of a high order. The result being the law enforcement community in West Virginia can look forward to continued improvement and success. We are proud of the lead that you have taken through the National Academy in advancing police sciences and establishing interest in training for the betterment of all West Virginia citizens.

b6
b7C

✓ Robert K. Ressler
67-63303
Supv SA Div. 2
NSORM

Sincerely,

H. F. MOONEY, JR.
SUPERINTENDENT

HFM/pet

SA [redacted]
Pittsburgh F.O.
Charleston RA.
NSORM

CORRESPONDENCE
PERS. REC. UNIT

2
REC-39

October 14, 1980

Ressler, Robert K

Major General Paul M. Timmerberg, USA
Commanding
United States Army Criminal
Investigation Command
5611 Columbia Pike
Falls Church, Virginia 22041

Dear General Timmerberg:

I certainly appreciate your letter of October 3rd regarding the training recently provided by Special Agents Ressler and [redacted] at Erding, Germany. You may be sure I will share your kind comments with these men. I know they will be pleased that their efforts were so well received and will join me in thanking you for your thoughtfulness in writing.

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MAILED 16

OCT 14 1980

FBI

Sincerely yours,

William H. Webster

William H. Webster
Director

- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of Special Agents Robert K. Ressler and [redacted]

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- ① - 67-633303 (Robert K. Ressler) - Enclosure

- 1 - [redacted] - Enclosure

ESH:jmh (5)

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Director's Sec'y _____

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POLICE DEPARTMENT

NEW YORK, N. Y. 10038

P.O. 158-151

March 13, 1981

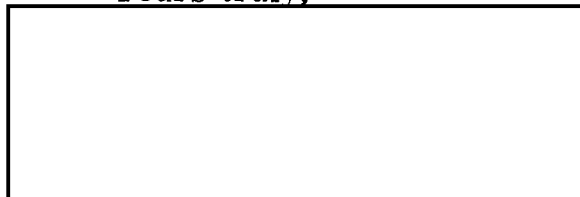
Honorable William H. Webster
Director, Federal Bureau of Investigation
9th Street and Pennsylvania Avenue
Washington, D.C. 20535

Dear Judge Webster,

The Homicide Seminar conducted by the Detective Bureau of the New York City Police Department will take place in late April. We have enjoyed presenting this course not only to our investigators but to many other local, state and federal law enforcement agencies. The benefits derived from this seminar have increased the professionalism of all concerned. Last year we had the pleasure of having Special Agents [redacted] and Robert Ressler of the Behavioral Science Unit of the National Academy make an excellent presentation in the field of psychological profiling of homicide cases.

The presentation by your agents was so well received that I am extending an invitation to them this year to lecture on April 28, 1981, providing this meets with your approval.

Yours truly,



CHIEF OF DETECTIVES



Searched 111 Numbered 8
8 MAY 11 1981

REC-137

*Letter to Mr. Sullivan
4/21/81
MKM: dsl*

XEROX
MAY 20 1981

*Rec'd for Trans.
76
24 MAY 20 1981*

Two
CORRESPONDENCE
FEDERAL BUREAU OF INVESTIGATION

REC-144

April 8, 1981

[redacted]
Director
Peninsula Academy of
Criminal Justice
Post Office Box 9407
Hampton, Virginia 23670

Dear [redacted]

It was indeed thoughtful of you to write concerning
Special Agent Ressler's presentation at your Parapsychology
Seminar, and your comments concerning the panel discussion
which included him, [redacted]
are deeply appreciated. I am glad our efforts contributed to
the success of your seminar and I am sure all involved will
share my gratitude for your March 20th letter.

Sincerely yours,

William H. Webster

William H. Webster
Director

- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of
SA Robert K. Ressler.

- 1 - 67-633303 (Robert K. Ressler) - Enclosure

NOTE: We have had prior cordial correspondence with
[redacted] SA Ressler advised that [redacted] is a
Parapsychologist and [redacted] is a psychic and
has been a guest speaker at the Academy.

CAM:ldp (4)

Exec AD Inv. _____
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Director's Sec. _____

10 APR 15 1981

FBI Academy
Quantico, Virginia 22135

April 21, 1981

[Redacted]
Chief of Detectives
Police Department
New York, New York 10038

Dear Chief [Redacted]

Your letter of March 13, 1981, to Director Webster has been referred to me for reply.

Special Agent Supervisor Robert K. Ressler of the Behavioral Science Unit, Training Division, has been in contact with Detective [Redacted] Course Director of your Homicide Investigators Course, relative to his and Special Agent Supervisor [Redacted] presentation on April 28. It is our pleasure to again take part in this seminar and accept your invitation.

My best wishes for another successful seminar.

Sincerely yours,

James D. McKenzie
Assistant Director

1 - New York (enc). Please note the appearance of SAs Ressler and [Redacted] at this seminar and submit the appropriate forms regarding their lecture.

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Public Affs. Off. _____
Telephone Rm. _____
Director's Sec'y _____

1 - Mr. Monroe
1 - [Redacted] (enc)
1 - Mr. Ressler (enc)
1 - [Redacted] (enc)

MKM:ds (10)
NOTE: Reply coordinated with Behavioral Science

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MAY 21 1981

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5 MAY 19 1981

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FBI/DOJ



COMMONWEALTH of VIRGINIA

MOBILE PSYCHIATRIC CLINIC
1601 BON AIR ROAD
BON AIR, VIRGINIA 23235
TEL: 281-3428
323-2603

DEPARTMENT OF CORRECTIONS INSTITUTIONAL SERVICES — YOUTH REGION

April 1, 1981

James D. McKenzie
Assistant Director
FBI Academy
Quantico, Virginia 22135

Dear Mr. McKenzie:

Yesterday's talk given by Robert Ressler to the Virginia Department of Corrections Youth Services staff was excellent! In addition to being informative and well presented, Mr. Ressler obviously had made an effort to gear the content to the interests and needs of staff who work with juveniles.

As we have several youth who fit the patterns he described, the data presented were highly relevant -- and sobering. We hope that the Behavioral Science Unit will continue to pursue this important, yet often neglected, area of research.

Thank you for making this training available to us.

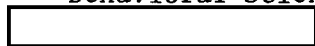
Sincerely yours,



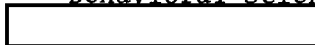
Field Services Supervisor

GYB/bc

cc: Mr. Robert Ressler
Behavioral Science Unit



Behavioral Science Unit



Chief Psychologist

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April 30, 1981

[redacted]
School of Medicine
University of Missouri-Columbia
N119 Medical Center
Columbia, Missouri 65201

Dear [redacted]

It is always a pleasure to receive letters such as the one from you and [redacted] dated April 17th wherein you commend Special Agent Ressler for his presentation of the work of the Behavioral Science Unit of the FBI Academy. Your comments mean much to me, and I know Mr. Ressler will share my gratitude for them and for your thoughtfulness in writing. If we can be of further assistance, please do not hesitate to call on us.

Sincerely yours,

William H. Webster
William H. Webster
Director

- 1 - Kansas City - Enclosure
 - ① - Mr. McKenzie - Enclosure
- Personal Attention: Bring to the attention of SA Robert K. Ressler.

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UNIVERSITY OF MISSOURI-COLUMBIA

School of Medicine

Department of Psychiatry
Section of Child Psychiatry

N119 Medical Center
Columbia, Missouri 65201
Telephone (314) 882-8006

April 17, 1981

The Honorable William Webster
Director
Federal Bureau of Investigation
J. Edgar Hoover Building
9th and Pennsylvania Avenues
Washington, D.C. 20013

Dear Mr. Webster:

We extend our thanks to you and the Federal Bureau of Investigation for allowing Special Agent Ressler to give a presentation concerning the work of the Behavioral Sciences Unit. He presented before an audience of psychiatrists, psychologists, legal professionals, criminologists, law-enforcement agents and mental health professionals which numbered around 150. The talk was very informative and gave a positive image to your agency and its members.

We commend you on having such excellent agents in your service and wish you and the F.B.I. continued support and success in the future. It was a pleasure to see the results of all your efforts.

Sincerely yours,

[Redacted Signature]

[Redacted Name]

Chairman
Department of Psychiatry

BH/JMAW:bg

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an equal opportunity institution

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67-414-104



HOCKING TECHNICAL COLLEGE

ack
29

May 19, 1981

Mr. William Webster, Director
Federal Bureau of Investigation
Ninth and Pennsylvania Avenue
Washington D. C. 20202

Robert K. Ressler

Dear Mr. Webster:

I want to thank you for allowing Special Agent Robert Ressler to participate as a lecturer at the Fourth Annual International Homicide Seminar. Mr. Ressler did an excellent job and, as his evaluations indicate, he was very well received by the participants. In addition, when a scheduling problem arose, Mr. Ressler volunteered, with no advance notice, to fill additional time, which we greatly appreciated. Mr. Ressler was an asset to our Seminar, and we would very much like to have him return next year.

Please convey to Mr. Ressler my congratulations for a job well done.

[Redacted]
[Redacted], Director
Criminal Justice Center

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✓ SA Robert K. Ressler
67-633303 SIM = 0
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5/28/81
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Correspondence
PERS. REC. UNIT
614-753-3591

NELSONVILLE, OHIO 45764

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REC-143

May 28, 1981

Robert K. Ressler

[Redacted]

Director
Criminal Justice Center
Hocking Technical College
Nelsonville, Ohio 45764

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Dear [Redacted]

It was certainly thoughtful of you to write on May 19th and furnish me an evaluation of Special Agent Ressler's participation in your Fourth Annual International Homicide Seminar. It will be a pleasure for me to pass your generous remarks along to him and I know he will join me in thanking you for your personal recognition. I am sure he was glad to be able to contribute to your Seminar and, if circumstances permit, would be pleased to assist next year.

Sincerely yours,

William H. Webster

William H. Webster
Director

- 1 - Cincinnati - Enclosure
- 1 - Mr. McKenzie - Enclosure

Personal Attention: Bring to the attention of Special Agent Ressler and keep in mind for consideration for next year's seminar if circumstances permit.

- ① - 67-633303 (Robert K. Ressler) - Enclosure

NOTE: Bufiles contain no information identifiable with correspondent.
ESH:rfw (5)

- Exec AD Inv. _____
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- Director's Sec'y _____

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July 31, 1981

Commanding Officer
U. S. Army Reserve Components Personnel
and Administration Center
9700 Page Boulevard
St. Louis, Missouri 63132

Re: Robert K. Ressler
Social Security No. 357-28-1755

Dear Sir:

By letter dated August 20, 1980, you were advised that Mr. Robert K. Ressler is employed as a Special Agent of the FBI and requested that he be transferred to the Standby Reserve.

Persons holding the position of Special Agents have been designated "Key Federal Employees" in the FBI, as required by Department of Defense Directive 1200.7. The FBI as an investigative arm of the Department of Justice, has investigative jurisdiction in some 210 different matters. In view of the above, I am again requesting that Mr. Ressler be transferred to the Standby Reserve.

It would be greatly appreciated if you would advise me of the action taken.

Sincerely yours,

Robert W. Butler
Personnel Officer

MBW:mlg (3)

REC-144

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10 AUG 5 1981

Note: Based on previous letter to the Commanding Officer of the U. S. Army Reserve requesting a status on Mr. Ressler.

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Director's Sec'y _____

4 AUG 7 1981

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U.S. Department of Justice

Federal Bureau of Investigation

In Reply, Please Refer to
File No.

July 14, 1981

The following Special Agents attended the Performance
Appraisal In-Service held at the FBI Academy, Quantico, Virginia,
6/3-5/81:

NAME

OFFICE

[Redacted Name Box]

Howell, Dillard W., II

[Redacted Name Box]

Ressler, Robert K.

[Redacted Name Box]

Laboratory
Legal Counsel
Legal Counsel
Los Angeles
Administrative Services

Administrative Services
Criminal Investigative
Planning and Inspection
Planning and Inspection
Training

Training
Criminal Investigative
Legal Counsel
Criminal Investigative
WFO

Criminal Investigative
Training
Laboratory
Jackson
Louisville

Legal Counsel
Planning and Inspection
Training
Criminal Investigative
Little Rock

Technical Services
Boston
Planning and Inspection
Training
Indianapolis

Training
Legal Counsel
Laboratory
Boston
Criminal Investigative

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PERFORMANCE APPRAISAL IN-SERVICE
6/3-5/81
Page 2

NAME

--

OFFICE

Boston
Technical Services
Criminal Investigative
Training
Technical Services

Intelligence
Intelligence
Baltimore
Administrative Services
Intelligence

Laboratory

b6
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TOTAL: 46

COUNSELOR:

CLASSROOM: 203

--



COMMONWEALTH of VIRGINIA

TERRELL DON HUTTO
DIRECTOR

Department of Corrections

P. O. BOX 26963
RICHMOND, VIRGINIA 23261
804/257-1900

July 6, 1981

Mr. James McKenzie
FBI Academy
Quantico, VA 22135

Dear Mr. McKenzie:

I want to take this opportunity to express my appreciation for the efforts of [redacted] and Bob Ressler in making our annual conference in Hampton, Virginia (June 21-24, 1981) one of the best that the Southern States Correctional Association has ever had. This was made possible because of the excellent workshops they conducted on Criminal Personality.

Approximately 450 people from 14 southern states registered for the conference. Criminal Personality presentations were conducted on Tuesday afternoon, June 23 and Thursday morning, June 24. Four other workshops were conducted at the same time. Yet, about 300 people were at each of the Criminal Personality sessions. I reference this as an indication of the high degree of interest on the part of the conference attendees and the high level of professionalism and expertise demonstrated by special agents [redacted] and Ressler.

The many comments I heard about their presentations were all favorable. One of the recurring themes from participants was the appreciation for the practical use of research results in the field of criminal justice. A spin-off benefit was of course some extremely positive public relations for the Bureau.

Again, please accept my appreciation for the presentations of agents [redacted] and Ressler at the conference.

Sincerely,

[redacted]
SSCA Program Committee

/rmh

cc: [redacted]
Robert K. Ressler

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POLICE DEPARTMENT
NEW YORK, N. Y. 10038

P.D. 158-151

*Personnel
File*

June 23, 1981

O
MR
Special Agent Robert K. Ressler
Behavioral Science Unit
F.B.I. National Academy
Quantico, Virginia

Dear Special Agent Kessler,

On behalf of the Police Commissioner and the staff of the Homicide Investigators Course, I want to extend my grateful appreciation for your excellent lecture. The response to the course has been outstanding and I attribute this primarily to the superior presentations made by the faculty.

Your unselfish contribution to the course is evidence of your concern for the safety and security of the citizens we serve. I thank you for your assistance.

Yours truly,



CHIEF OF DETECTIVES

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67-714-111

COMMENTS OF A PERFORMANCE REVIEW BOARD (PRB)

A PRB has reviewed the performance standards established for this Performance Plan and has disallowed the Competent C-3 standard for critical elements 2 and 4 as being inconsistent with the employee's position description.

Performance Plan

Reviewed by PRB # 7
on 9-11-81
date

THB
LKY
SA

PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Training Division-Behavioral Science

Payroll Name of Employee

Social Security Number

Office of Assignment Unit

Supervisory Special Agent GS-14 1811-14-78 FO 713 (Instructor)

Position: Title, Grade and Number

Beginning Date of Appraisal

Critical Element # 1 : Effective Dates 1/15/81 to 6/30/81

Instruction

Performance Standards

Competent C-3

Competent C-5

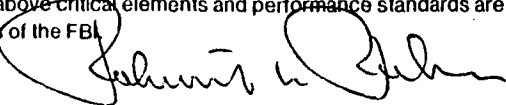
Superior

With direction, provides instruction as assigned. Provides adequate counseling to students. Meets training goals and objectives at a satisfactory level. Utilizes standard course syllabus, lesson plans and lecture outline for courses assigned. When applicable, meets University of Virginia academic requirements.

With minimum direction, accomplishes C-3 standard plus designs and develops supporting audio visual material. At times handles additional teaching assignments. Prepares course syllabus, bibliographies, lesson plans and handout material for assigned blocks of instruction. Identifies problem areas and suggests curriculum change which may result in course improvement. Continually analyzes, and where applicable, modifies test and measurement criteria. Meets stated training goals and objectives at more than satisfactory level.

With minimum direction, accomplishes a C-5 standard plus regularly handles additional teaching assignments. Meets stated training goals and objectives at a high level. Handles more complicated and difficult teaching assignments. Occasionally develops and implements innovative teaching methods.

The above critical elements and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI



Signature of Employee

1/15/81
Date



THREE

1/15/81
Date

b6
b7C

PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Training Division-Behavioral Science

Payroll Name of Employee

Social Security Number

Office of Assignment Unit

Supervisory Special Agent GS-14 1811-14-78 FO 713 (Instructor)

1-15-81

Position: Title, Grade and Number

Beginning Date of Appraisal

Critical Element # 2 : Effective Dates 1/15/81 to 6/30/81

Research

Performance Standards

Competent C-3

Competent C-5

Superior

With direction, reviews literature and gathers resource information for Behavioral Science training.

With minimum direction, accomplishes C-3 standard plus analyzes accumulated research data and submits on a timely basis proposals relevant to curriculum development, materials for publication, or for additional research or other use.

With minimum direction, accomplishes C-5 standard plus submits the results of research which is suitable for publication, new course development, or other use.

The above critical elements and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

Robert K. Ressler

Signature of Employee

1/15/81
Date



THREE

1/15/81
Date

b6
b7C

PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

Payroll Name of Employee

357-28-1755

Social Security Number

Training Division-Behavioral Science

Office of Assignment Unit

Supervisory Special Agent GS-14 1811-14-78 FO 713 (Instructor)

Position: Title, Grade and Number

1-15-81

Beginning Date of Appraisal

Critical Element # 3 : Effective Dates 1/15/81 to 6/30/81

Consultation

Performance Standards

Competent C-3

Competent C-5

Superior

With direction, furnishes opinion and advice in areas of expertise in administrative, training, operational and organizational matters.

Performance will be measured by number of cases handled, depth of case analysis, degree to which consultation was of assistance, and the timeliness with which the case was handled.

With minimum direction, accomplishes the C-3 standards plus occasionally engages in and records consultation activities for problem resolution.

With minimum direction, accomplishes the C-5 standards plus frequently engages in and records consultation activities for problem resolution which have implementation or operational value

The above critical elements and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

Signature of Employee

Date

THREE

b6
b7C

Date

PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

<u>Robert K. Ressler</u> Payroll Name of Employee		<u>357-28-1755</u> Social Security Number	<u>Training Division-Behavioral Science</u> Office of Assignment Unit
<u>Supervisory Special Agent</u>	<u>GS-14</u>	<u>1811-14-78</u>	<u>FO 713 (Instructor)</u>
Position: Title, Grade and Number			<u>1-15-81</u> Beginning Date of Appraisal

Critical Element # 4 : Effective Dates 1/15/81 to 6/30/81

Administration of Programs and Projects	Crisis Command Center and Hostage Negotiation Program Criminal Personality Research Project
---	--

Performance Standards		
Competent C-3	Competent C-5	Superior
With direction, administrates all programs and projects assigned.	With minimum direction, accomplishes C-3 standard, plus continually monitors assigned programs and projects, and when needed, develops and submits recommendations which may result in program and project improvement.	With minimum direction, accomplishes the C-5 standard, plus implements recommendations which result in program or project improvement. Assumes administrative control and planning which contribute to increased program efficiency and effectiveness.

The above critical elements and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

<u>[Signature]</u> Signature of Employee	<u>1/15/81</u> Date		THREE <u>1/15/81</u> Date
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FBI/DOJ

PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

Payroll Name of Employee

357-28-1755

Social Security Number

Training Division-Behavioral Science

Office of Assignment Unit

Supervisory Special Agent GS-14 1811-14-78 FO 713 (Instructor)

Position: Title, Grade and Number

1-15-81
Beginning Date of AppraisalCritical Element # 5 : Effective Dates 1/15/81 to 6/30/81

Organizational Cooperation and Liaison

Performance Standards

Competent C-3

Competent C-5

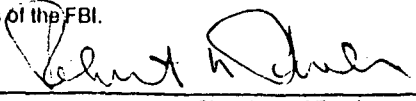
Superior

With direction, accepts and carries out all routine unit and other divisional assignments in a timely manner. Works in a cooperative fashion with other employees. Maintains liaison with appropriate persons and organizations. Complies with rules and regulations including those pertaining to EEO and affirmative action.

With minimum direction, accomplishes the C-3 standards plus occasionally accepts additional and unanticipated unit and division assignments. Occasionally participates in activities and groups in support of unit, division and Bureau programs. Occasionally obtains and disseminates relevant information. Establishes liaison and develops resource person contacts with appropriate organizations.

With minimum direction, accomplishes the C-5 standards plus regularly accepts additional and unanticipated unit and division assignments. Frequently participates in activities and groups in support of unit, division and Bureau programs. Frequently obtains and disseminates relevant information. Through liaison efforts is able to initiate inter-organizational cooperation in the implementation of courses, programs and other services.

The above critical elements and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.


Signature of Employee

1/15/81
Date

THREE

b6
b7C
1/15/81
Date



AMERICAN ACADEMY OF FORENSIC SCIENCES
225 S. ACADEMY BOULEVARD • COLORADO SPRINGS, CO 80910

OFFICE OF THE PRESIDENT, 1981-1982

JOSEPH H. DAVIS, M.D.
1050 NW 19TH STREET
MIAMI, FLORIDA 33136

Exec. AD-Adm. _____
Exec. AD-Inv. _____
Exec. AD-LES _____
Asst. Dir.:
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Tech. Servs. _____
Training _____
Telephone Rm. _____
Director's Sec'y _____

March 3, 1982

The Honorable William H. Webster
Director, Federal Bureau of Investigation
United States Department of Justice
Washington, D.C., 20535

Dear Judge Webster:

I am writing to express the appreciation of the American Academy of Forensic Sciences for an outstanding presentation at our Annual Meeting by Special Agent Robert Ressler of the FBI Academy. [REDACTED]

Psychiatry Section, tells me that Special Agent Ressler's presentation was the outstanding contribution to the Psychiatry Section. Special Agent Ressler's presentation was based upon the psychological profiling project of the Behavioral Science Unit of the FBI Academy.

We were pleased that the Fellows and Members of our Academy were afforded the opportunity to benefit from the expertise of the FBI Academy. Nationwide concern about violent crime underscores the importance of work such as this. This subject deals directly with the understanding and prevention of particularly brutal crimes and the apprehension of violent criminals.

Sincerely,

Joseph H. Davis M.D.
Joseph H. Davis, M.D.
President

JHD:mf

Robert K. Ressler

67-633303

DIV-2

SUPERV. / SA

s/m - φ

MAR 23 1982

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ack: FSH:ddb 3/18/82



Texas District & County Attorneys Association

1210 NUECES, SUITE 200, AUSTIN, TEXAS 78701 — 512/474-2436

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Secretary
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DON KING
Gainesville

BILL BARNES
Del Rio

MIKE FEARY
Houston

Executive Director
STEVEN R. DIAL

April 14, 1982

Mr. Robert Ressler
Supervisory Special Agent
Behavioral Science Unit
FBI Academy
Quantico, Virginia 22035

Dear Robert:

The Association's Investigator Section would like to thank you for the time and effort you contributed toward the success of this year's annual school. Attendees at the meeting gave high marks for the overall quality of both the speakers and instructional materials presented. We feel fortunate to have benefitted from the expertise that you and other faculty members shared with us.

We look forward to working with you again, and if we can ever return the favor, please don't hesitate to call.

Very truly yours

Assistant Director

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b7C

TK:lf

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67-774-128



AMERICAN ACADEMY OF FORENSIC SCIENCES
225 S. ACADEMY BOULEVARD • COLORADO SPRINGS, CO 80910

OFFICE OF THE PRESIDENT 1981-1982

JOSEPH H. DAVIS, M.D.
1050 NW 19TH STREET
MIAMI, FLORIDA 33136

March 3, 1982

The Honorable William H. Webster
Director, Federal Bureau of Investigation
United States Department of Justice
Washington, D.C., 20535

Dear Judge Webster:

I am writing to express the appreciation of the American Academy of Forensic Sciences for an outstanding presentation at our Annual Meeting by Special Agent Robert Ressler of the FBI Academy. [REDACTED]

Psychiatry Section, tells me that Special Agent Ressler's presentation was the outstanding contribution to the Psychiatry Section. Special Agent Ressler's presentation was based upon the psychological profiling project of the Behavioral Science Unit of the FBI Academy.

We were pleased that the Fellows and Members of our Academy were afforded the opportunity to benefit from the expertise of the FBI Academy. Nationwide concern about violent crime underscores the importance of work such as this. This subject deals directly with the understanding and prevention of particularly brutal crimes and the apprehension of violent criminals.

Sincerely,

Joseph H. Davis, M.D.
Joseph H. Davis, M.D.
President

JHD:mf

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HOCKING TECHNICAL COLLEGE

June 11, 1982

0
MR ROBERT RESSLER
SPECIAL AGENT/BEHAVIOR
SCIENCE
FBI HEADQUARTERS
QUANTICO VA 22135

Dear Mr. Ressler:

Thank you for your participation in the 1982 International Homicide Investigation Seminar. We feel this year's seminar was the most successful one thus far. We regret the delay in contacting you.

Enclosed please find your evaluation results of your presentation at the seminar. If you have any questions, please contact us. Also, enclosed is an evaluation for you to evaluate our organization of the seminar. We would appreciate any suggestions you may have.

Once again, thank you for being involved in our seminar.

Sincerely,

[Redacted Signature]

[Redacted Name] Assistant To
VP/Administrative & Special Services

[Redacted Signature]

[Redacted Name] Secretary To
VP/Administrative & Special Services

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GA05 L-1

Bob,

*How's everything? Looks like
late case*

[Redacted Box]

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NELSONVILLE, OHIO 45764

614-753-3591

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INTERNATIONAL HOMICIDE SEMINAR

March 24, 1982
Evaluation of Speakers

The following is a list of the speakers who participated during the seminar.
Evaluate on the bar marked Poor to Excellent.

[Empty box for speaker list]

b6
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MR. ROBERT RESSLER - Psychological Profile

Informative

Poor 1 2 3 4 5 6 7 8 9 10 Excellent

Quality of Presentation

Poor 1 2 3 4 5 6 7 8 9 10 Excellent

Interest

Poor 1 2 3 4 5 6 7 8 9 10 Excellent

Applicability to Job

Poor 1 2 3 4 5 6 7 8 9 10 Excellent

COMMENTS:

Comments on Ressler:

Very good presentation - very informative.

This should be an 8 hour class. This is the meat of the suspects we deal with. Excellent material and speaker. Chief Witkosky

On Ressler, he should be given more time with all of his information.

Ressler needs at least a day. 3 hours isn't long enough. The visual aids were great and would have liked to see the interviews carried out.

Ressler should be given more time.

Speaker was informative, however, should have been allotted more time.

Ressler - excellent presentation - could use entire day for this type presentation. Should return.

Mr. Ressler's presentation, complete with theatrics was very impressive.

Speaker was excellent and related his material to police officers in a way to be put into practice and assist in our daily duties and responsibilities.

Mr. Ressler presentation most informative. Would like to see his time extended.

Mr. Ressler's expertise are reflected in his "10" rating. Possibly the one most "single" significant presentation made to date in the seminar. Especially interesting were his accounts of the Kemper/Gacy murders.

Mr. Ressler did not have enough time.

Speaker was very informative and very knowledgeable.

Material presented is good, and pertains to type of work, but time used to present it was too limited.

Ressler - needs more time as [] - did a quality job. Very good.

b6
b7c

FBI Academy
Quantico, Virginia 22135

March 2, 1982

[Redacted]
Chief of Detectives
Police Department
1 Police Plaza
New York, New York 10038

Dear Chief [Redacted]

Your letter of January 26, 1982, to Director Webster has been referred to me for reply.

I am pleased to advise that Special Agent Supervisors [Redacted] and Robert K. Ressler of the Behavioral Science Unit, Training Division, are available for a presentation during your homicide course on April 21. They will be in touch with you further regarding their presentation.

It is our pleasure to be of assistance in this matter.

Sincerely yours,

James D. McKenzie
Assistant Director

1 - New York (enc). Please note the appearance of SAs [Redacted] and Ressler in your territory, offer whatever assistance you can, and submit the appropriate forms when all plans are finalized.

- 1 - Mr. Monroe (enc)
- 1 - [Redacted] (enc)
- 1 - [Redacted] (enc)
- 1 - Mr. Ressler (enc)

MM:dsr (10)

NOTE: Reply coordinated with Behavioral Science Unit.

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Director's Sec'y _____

Pers. Rec. Unit

MAR 10 1982

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POLICE DEPARTMENT
NEW YORK, N. Y. 10038

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FBI/DOJ

January 26, 1982

Honorable William H. Webster
Director, Federal Bureau of Investigation
9th Street and Pennsylvania Avenue
Washington, D.C. 20535

Dear Judge Webster,

Each year the New York City Police Department's Detective Bureau conducts an intensive two week course in homicide investigation. During our last course which was conducted in October of 1980, we had the pleasure of having Special Agents [redacted] and Robert Ressler of the Behavioral Science Unit in the National Academy make a presentation concerning psychological profiling of unique homicide cases. Agents [redacted] and Ressler made such a positive contribution to the content of the course that we would like to have them give their presentation again at our upcoming course.

Members of my staff have been in contact with Agents [redacted] and Ressler regarding their availability to lecture at the homicide course and they have agreed to do their presentation on April 21, 1982, providing that this meets with your approval.

Thank you in advance for your cooperation in this matter.

Yours truly,

Chief of Detectives

Pers. Rec. Unit

Off. of Cong. and Pub. Affs.

Let to [redacted]
3/2/82
MKM:CSL
4 MAR 26 1982

15 JAN 28 1982



TOWN OF ORANGE
DEPARTMENT OF POLICE SERVICE

CHIEF OF POLICE
JAMES H. HEINZ

ASSISTANT CHIEF
JAMES C. SEARLES, JR.

December 14, 1981

Charles W. Steinmetz
Assistant Director
FBI National Academy
Quantico, VA 22135

Dear Sir:

There are times in one's life when there is a need to express a sincere appreciation, and this is one of those times. You and your staff are to be commended for a most admirable contribution to the law enforcement community.

In the law enforcement community there is a strong desire for professionalism. However, for this to occur there must be professional leaders and you and your staff are those leaders. The instructors at the FBI Academy are of the highest standard and a credit to the profession.

I would like to express a personal appreciation to Agents [redacted] [redacted] Robert Ressler and [redacted] for they have given of themselves and have gone beyond any expectations. The Academy through these agents has brightened the image of the FBI. The FBI Academy has renewed my pride in the profession and has brought hope to the future of law enforcement.

I congratulate you all for a job done well and may God Bless You All.

Sincerely,

[redacted signature box]

Sergeant
Orange Police Department

gkm

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December 11, 1981

Mr. Michael P. Lane
Director
Illinois Department of Corrections
1301 Concordia Court
Springfield, Illinois 62702

Dear Mr. Lane:

It was very thoughtful of you to write on November 23rd regarding the training instruction on hostage negotiations provided by Special Agents Ressler and [REDACTED]. You may be sure I will pass your comments along to these men. I know they will be pleased to learn that their efforts were well received by those in attendance and will share my appreciation for your personal recognition. I also thank you for your offer of assistance and want to assure you of our desire to be of service to you and your Department whenever possible.

Sincerely yours,

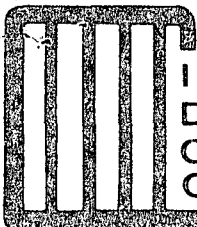
William H. Webster

William H. Webster
Director

- 1 - Springfield - Enclosure
Personal Attention SAC: Also bring to the attention of SA [REDACTED]
- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SAs Robert K. Ressler and [REDACTED]
- 1 - [REDACTED] - Enclosure
- ① - 67-633303 (Robert K. Ressler) - Enclosure
- 1 - [REDACTED] - Enclosure

ESH:ddb (7)

67-NOT RECORDED
2 DEC 17 1981



ILLINOIS
DEPARTMENT
OF
CORRECTIONS

MICHAEL P. LANE
Director

1301 Concordia Court / Springfield, Illinois 62702 / Telephone (217) 522-2666

November 23, 1981

William H. Webster
Director
Federal Bureau of Investigation
United States Department of Justice
Ninth Street and Pennsylvania Avenue, N.W.
Washington, D.C. 20535

Dear Director Webster:

The Illinois Department of Corrections Training Academy had the occasion within the past few days to host a hostage negotiation training seminar for command personnel of the Department. Through the cooperation of Special Agent in Charge, Robert Davenport, and Special Agent [redacted] of the Springfield, Illinois, Field Office of the Federal Bureau of Investigation, we were able to obtain the services of Special Agents Robert Ressler and [redacted] from the National Academy at Quantico, Virginia.

I think it is important to inform you that, without exception, the persons attending this training seminar evaluated the course content as excellent and several have told me that this was, without a doubt, one of the finest seminars our academy has conducted since it was founded. I am, of course, very pleased to pass this information along to your office and I would, additionally, hope that Agents Ressler and [redacted] are informed of the excellent response to their teaching efforts and the obvious professionalism they displayed to our staff personnel.

I would like to thank you and the Federal Bureau of Investigation for assisting us in this endeavor and if I or any member of our staff can be of assistance in any manner, we would be pleased to offer our facility for additional training activities.

Supervisory SAC

Robert B. Davenport

Springfield
WSM

Supervisory SA

Robert K. Ressler

67-633303 ✓

Div. 2, Training
WSM

Sincerely,

Michael P. Lane
Michael P. Lane
Director

cc: Special Agent
in Charge Robert Davenport
Special Agent Ralph Gardner

SA

Supervisory SA

Div. 2, Training

CORRESPONDENCE
FBI REC. UNIT

November 13, 1981

Major General Lee E. Surut, USA
Commandant
National Defense University
The National War College
Washington, D. C. 20319

Bessler, Robert K.

Dear General Surut:

Your thoughtful letter of November 2nd is very much appreciated. I know Special Agent Westberg and the Agents who participated in the terrorism seminar which [redacted] and the other National War College students attended at the FBI Academy were very glad they could provide a program which would be beneficial to the students with respect to their research project. I will see that your communication is brought to the attention of those concerned, and I know they will join me in thanking you for writing. Please be assured of our continued support whenever possible.

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b7C

Sincerely yours,

William H. Webster

William H. Webster
Director

Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SAs [redacted]
[redacted] and Robert K. Ressler.

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Mr. O'Malley - Enclosure
Personal Attention: Bring to the attention of SA [redacted]

NOTE: Following approval, yellow should be routed to Personal Records Unit, RMD, for preparation of other appropriate personnel file copies.
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10 NOV 25 1981



NATIONAL DEFENSE UNIVERSITY

NATIONAL WAR COLLEGE
WASHINGTON, D.C. 20319

REPLY TO
ATTENTION OF:

DEPARTMENT OF DEFENSE
THE NATIONAL WAR COLLEGE
WASHINGTON, D. C. 20319

2 November 1981

Honorable William H. Webster
Director, Federal Bureau of Investigation
J. Edgar Hoover Building
Washington, D. C. 20535

SA [redacted]
[redacted]

DIV-2 SUPERV. SA
S/m - 0

Dear Judge Webster:

Thank you for the outstanding support provided by the Federal Bureau of Investigation to a group of students from The National War College who are engaged in a research project in the area of terrorism. On Friday, 30 October, a group of eleven National War College students attended a comprehensive seminar on terrorism hosted by your staff at the FBI Academy, Quantico, Virginia. The visit was arranged and coordinated by SA [redacted] a member of this year's class.

The program was most ably kicked off by Unit Chief [redacted] and included excellent presentations by SAs [redacted] and Robert Kessler. A special note of thanks goes to SA [redacted] who arranged the seminar and hosted the group. The professionalism and technical expertise displayed by each and every member of your staff were second to none. Most importantly, the seminar provided invaluable data for the research effort.

Again, my most sincere thanks for the absolutely superior support. The dedication and hard work in making the seminar a success were clearly above and beyond.

Very respectfully,

Sincerely,

Lee E. Surut

LEE E. SURUT
Major General, USA
Commandant

SA Robert KX Kessler
67-633303
DIV-2
SUPERV. SA S/m - 0

SA [redacted]
[redacted] DIV-2 S/m - 0
[redacted] S/SA

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Dep. Dir.
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YB: [redacted]

SA [redacted]

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SUPERV. SA

SA [redacted]

DIV-2 S/m - 0
SUPERV. SA

SA [redacted]

SUPERV. SA DIV-2 S/m - 0

V10
REC-143

September 10, 1981

Ressler, Robert J.

Major General Paul M. Timmerberg, USA
Commander
Criminal Investigation Command
5611 Columbia Pike
Falls Church, Virginia 22041

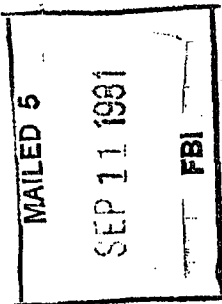
Dear Paul:

"I appreciate your August 27th letter concerning the training assistance which the Criminal Investigation Command has received during the past year from members of our Behavioral Science and Economic and Financial Crimes Training Units. We are glad that we were able to send some of our instructors to Europe and I know each of those you mentioned will be most grateful for your recognition of their efforts. We look forward to affording similar training assistance to your Command in the future.

Sincerely yours,

Bill

William H. Webster
Director



- 1 - Mr. McKenzie - Enclosure
Personal Attention: Also bring to the attention of those mentioned in General Timmerberg's letter.
① - [redacted] - Enclosure

NOTE: Bufiles show similar letters to General Timmerberg in the past. First-name salutation per prior correspondence.

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Director *CU/HW*

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FBI/DOJ



DEPARTMENT OF THE ARMY
UNITED STATES ARMY CRIMINAL INVESTIGATION COMMAND
5611 COLUMBIA PIKE
FALLS CHURCH, VA 22041

REPLY TO
ATTENTION OF

CIPP-TS

27 AUG 1981

Honorable William H. Webster
Director
Federal Bureau of Investigation
9th and Pennsylvania Avenue, NW
Washington, DC 20535

mb
14
Asst. Dir. James D. McKenzie

DIV-2 SIM = 0

Dear Judge Webster:

2 x 300 230
During the past year the US Army Criminal Investigation Command has been the recipient of superb law enforcement training. This training was conducted by members of the FBI Academy Behavioral Science and Economic Crime Units for our special agents assigned to Second Region, located in Europe. The professional training presented by the three FBI mobile training teams enabled us to conduct 2,025 man-days of training, realizing a significant dollar savings to the Government while helping to improve our investigative capability.

Without your support and the direct assistance of Assistant Director James McKenzie and Unit Chiefs [redacted] it would not have been possible to offer the training packages that were presented in Europe.

I realize that a great many members of the staff of the FBI Academy contributed their time and efforts to making these presentations so highly successful and that it would be difficult to identify all who contributed without inadvertently slighting someone. However, I would particularly like to single out for special recognition the special agents named at the inclosure for the dedication and professionalism which they displayed.

REC-143
Please extend my thanks and appreciation to all of the bureau personnel whose efforts made this endeavor possible. I hope that we can avail ourselves of the FBI's expertise in the future.

Sincerely,

Paul M. Timmerberg
PAUL M. TIMMERBERG
Major General, USA
Commanding

1 Incl
As stated

SA [redacted]

SA [redacted]
SUPERV. SA

DIV-2 SIM = 0

16
CORRESPONDENCE

FBI MOBILE TRAINING TEAMS - FY 81

Applied Criminal Psychology - 4-22 May 1981

SA Robert K. Ressler

SA [REDACTED]

SA Robert K. Ressler
67-633303 DIV-2
SUPERV./SA SIM=Ø

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Economic Crime - 11-29 May 1981

SA [REDACTED]

SA [REDACTED]

SA [REDACTED]
[REDACTED] DIV-2
SUPERV./SA SIM=Ø

Computer Crime - 9-31 July 1981

SA [REDACTED]

SA [REDACTED]

SA [REDACTED]

SA [REDACTED]
[REDACTED] DIV-2
SUPERV./SA SIM=Ø

SA [REDACTED]
[REDACTED] DIV-2
SIM=Ø SUPERV./SA

[REDACTED]
[REDACTED] DIV-2
Computer Programmer
SIM=Ø

SA [REDACTED]
[REDACTED] DIV-2
SIM=Ø SUPERV./SA

SA [REDACTED]
[REDACTED] DIV-2
SUPERV./SA SIM=Ø

May 5, 1982

Colonel Robert G. Lowery
Chairman
Board of Directors
Major Case Squad of Greater St. Louis
1200 Clark Avenue
St. Louis, Missouri 63103

Dear Colonel Lowery:

I very much appreciate your letter of April 15th concerning your annual retraining session and the assistance provided by Bureau personnel. I am pleased the program was well received and you may be sure I will pass your letter along to them. I know they will join me in thanking you for your thoughtfulness in writing.

We stand ready to be of help in any way we can and we appreciate your support.

Sincerely yours,



William M. Webster
Director

- 1 - St. Louis - Enclosure
Personal Attention SAC: Also bring to the attention of SA [redacted]
- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SAs [redacted] and Robert K. Ressler.
- 1 - [redacted] - Enclosure
- 1 - [redacted] - Enclosure
- ① - 67-633303 (Robert K. Ressler) - Enclosure

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NOTE: Bufiles reflect prior cordial correspondence with Colonel Lowery. He is a National Academy graduate.

NOT RECORDED
2 MAY 10 1982
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DUPLICATE YELLOW

Major Case Squad

of Greater St. Louis

1200 Clark Avenue

St. Louis, Missouri 63103

Telephone: (314) 444-5620

April 15, 1982

SA [redacted]

DIV-2 nsm

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Training _____
Telephone _____
Director _____

Judge William H. Webster, Director
Federal Bureau of Investigation
J. Edgar Hoover Building
10th and Pennsylvania Avenue
Washington D.C. 20535

SAC Glenn L. Young
67-621154
St. Louis nsm

Dear Judge Webster:

Please accept on behalf of myself and the members of the Major Case Squad of the Greater St. Louis Area our very sincere thanks for the excellent cooperation extended by the Bureau during the annual retraining session on March 29, 30 and 31, 1982.

Most noteworthy was the cooperation extended by Special Agent in Charge Glenn Young, St. Louis Division, and Agent [redacted]. Both of these men stand out as samples of the finest in law enforcement, and certainly of the Bureau.

I would also like to say that in my opinion this was undoubtedly the best retraining session, due to the fact that Supervisory Special Agents [redacted] and Robert K. Ressler of the Behavioral Science Unit in Quantico, VA came to St. Louis and presented an excellent program. All 266 members of the Squad had high praise of these individuals.

Again, thank you.

SA [redacted]

Very sincerely yours,

Robert G. Lowery
Robert G. Lowery, Chief of Police
Chairman, Board of Directors, MCS

ST. Louis nsm

SA Robert K. Ressler
67-633303
DIV-2 nsm

Col. Robert G. Lowery, Chairman
Chief of Police, Florissant Police Department
Col. James P. Damos, Vice-Chairman
Chief of Police, University City Police Department
Col. Mearl J. Justus, Secretary
Chief of Police, Cahokia, IL Police Department
Col. Adolph Jacobsmeyer, Treasurer
St. Louis Police Department (Retired)
Colonel G. H. Kleinknecht, Member
Saint Louis County Police

Col. Rudy C. Sowders, Board Member
Chief of Police, Alton, IL Police Department
Sheriff Walter Buerger, Board Member
Jefferson County, Missouri
Col. Robert Shockey, Board Member
Chief of Police, Hazelwood Police Department
Captain Joseph Spiess, Board Member
St. Louis Police Department
Mr. L. K. Wood, Board Member
President, L. K. Wood Realty

Sheriff Paul Bruns, Board Member
Franklin County, Missouri
Sheriff Edward Uebinger, Board Member
St. Charles County, Missouri
Lt. Thomas Bouch, Field Commander
St. Louis Police Department
Lt. Donald Sandidge, Chief Deputy Commander
Alton Illinois Police Department
Major John Fink, Member
Saint Louis County Police

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EXP. PROC.
APR 19 1982



U.S. Department of Justice

National Institute of Corrections

202-724-3106

Washington, D.C. 20534

April 20, 1982

Mr. James McKenzie
Assistant Director
The FBI Academy
Quantico, Virginia 22135

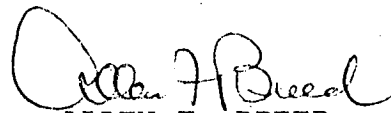
Dear Mr. McKenzie:

Just a brief - but sincere - note of appreciation for the many courtesies extended by you and Academy staff to "our group" during the recent training session.

A special word of thanks on behalf of [redacted] and myself to Special Agent Bob Ressler who worked so hard on the logistics and to the Marriott staff at the Academy who did an excellent job in tending to the group's food and beverage needs.

Again, thanks for allowing us to use the Academy.

Sincerely,


ALLEN F. BREED
Director

Ressler

*Thanks for
a nice job, Bob*

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Association of State Correctional Administrators

April 13, 1982

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ROBERT J. WATSON
President

Administrator
Corrections Division
2575 Center Street, NE
Salem, Oregon 97310
(503) 378-2467

GEORGE F. DENTON
Vice-President

Director
Department of Rehabilitation and Correction
1050 Freeway Drive, North
Columbus, Ohio 43229
(614) 466-6190

WILLIAM V. MILLIKEN
Treasurer

Director
Division of Corrections
150 W. North Temple
Salt Lake City, Utah 84103
(801) 533-6541

Mr. James McKenzie
Assistant Director
The FBI Academy
Quantico, VA 22135

Dear Mr. McKenzie:

This letter is to express the appreciation of the ASCA for your generosity in making Academy facilities available for our April 5-7 membership training program.

The arrangements made by Special Agent Robert Ressler were excellent, eliminating all on-site problems and providing the space and support services for a completely trouble-free training series. All of our members who were present have commented favorably on the site and the personnel with whom they came in contact.

Our one regret is that our meeting schedule did not permit time to accept Mr. Ressler's offer of a complete tour of the Academy. Particularly following Mr. Ressler's excellent April 7 presentation of two of your programs, many members expressed desire for more information about the Academy and its activities. I am sure that the way has been paved for closer relations between the FBI and the correctional services of the individual states.

It was a pleasure to meet you personally, and to become acquainted with your staff. Please accept my personal thanks for the many courtesies extended to us during our visit.

Sincerely,


Robert J. Watson
President

RJW:ocm

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67 NOT RECORDED

Ressler

Searched _____
Serialized _____
Indexed _____
Filed _____
67-714-122A

Memorandum



To : ASSISTANT DIRECTOR, TRAINING DIVISION Date 4/8/82
FBI ACADEMY, QUANTICO (Bufile 1-1152-42)

From : SAC, ST. LOUIS (1D-2289)

Subject : CRIMINAL PSYCHOLOGY SCHOOL
MAJOR CASE SQUAD OF GREATER
ST. LOUIS, UNIVERSITY CITY
HIGH SCHOOL, UNIVERSITY CITY, MISSOURI
3/27-4/2/82

Re: Bulet SL, 1/27/82.

For the information of the Assistant Director, Training Division, the Major Case Squad of Greater St. Louis, held its annual re-training session, 3/29-31/82, at the University City High School Auditorium, at which time 339 members of the Major Case Squad (MCS) were in attendance.

Chief of Police James P. Damos (NA), University City Police Department, current President of the International Association of Chiefs of Police and a member of the Board of Directors of the MCS, was in attendance as well as

[redacted] Officer and member of Womens Crusade Against Crime of which FBI Director Webster is the Honorary Chairman.

Supervisory Special Agents [redacted] and Robert K. Ressler, of the Behavioral Science Unit, presented a two day class on Criminal Psychological Profiling. It is noted that the class received outstanding reviews and comments from the officers and members of the MCS. Comments to the effect that the Bureau has always been in the forefront of new and innovative investigative techniques and the current profiling ability of the FBI, illustrates the Bureau's preeminent role in law enforcement. The officers and members of the MCS, were most impressed with the professional demeanor and presentation of SA's [redacted] and Ressler, who certainly represented the Bureau in an outstanding fashion.

SAC, St. Louis requests through the Assistant Director, Training Division that SA's [redacted] and Ressler be advised of the above comments in view of the fact they were a credit and an example of excellence for the FBI. Their conduct and professional manner epitomize what the Field and law enforcement in general have come to expect from the corps of instructors at the FBI Academy.

2 - Bureau

1 - St. Louis (1D-2289)

CAS:sfw

(3) original routed to [redacted]

signed by [redacted]

[redacted] Ressler

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Mr. Mintz

4/1/82

DT
File

J. D. McKenzie

RESPONSE TO LETTER
OF USA SIDNEY I. LEZAK
DISTRICT OF OREGON
PORTLAND, OREGON
REGARDING ACTIVITIES OF
SA ROBERT K. RESSLER

Enclosed are one copy each of two letters from [REDACTED]
Deputy District Attorney, Marion County, Oregon, dated 6/10/81 and 5/22/81.

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PURPOSE: To respond to a letter dated 1/26/82, from United States Attorney
Sidney I. Lezak, District of Oregon, Portland, Oregon, to Mr. John Mintz,
Assistant Director, Legal Counsel Division, regarding the activities of SA
Robert K. Ressler of the Behavioral Science Unit, FBI Academy, Quantico,
Virginia, in a matter concerning [REDACTED]
[REDACTED]

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RECOMMENDATION: That a letter be directed to United States Attorney
Sidney I. Lezak, District of Oregon, Portland, Oregon, containing basic in-
formation taken from the Details below.

Jan 16

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Enclosures - 2

RKR:khm

(4) khm

khm

CONTINUED-OVER

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Serialized
Indexed
Filed
67-914-121

Memorandum to Mr. Mintz from J. D. McKenzie
Re: RESPONSE TO LETTER
OF USA SIDNEY I. LEZAK
DISTRICT OF OREGON
PORTLAND, OREGON
REGARDING ACTIVITIES OF
SA ROBERT K. RESSLER

DETAILS: On 5/22/81 and 6/10/81, [REDACTED] Deputy District Attorney, authored enclosed communications under the name of Chris VanDyke, Marion County District Attorney, to the Director requesting the presence of SA Robert K. Ressler at Salem, Oregon. The purpose of the request for SA Ressler's presence was to participate in an official meeting regarding the [REDACTED]

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[REDACTED] District Attorney VanDyke was attempting to gather a group of mental health experts and others who specialized in criminal homicidal personalities in an effort to [REDACTED]

SA Ressler's travel to Salem, Oregon was totally unsolicited. His assistance as an FBI expert was requested by the Marion County District Attorney's Office because of his expertise in criminal homicidal personalities and his nationwide reputation as an FBI criminologist and instructor at the FBI Academy.

SA Ressler first became aware of the [REDACTED] case during 1976 and 1977 when the [REDACTED] case was discussed in National Academy classes at Quantico and also at field schools conducted at the Oregon State Training Academy located in Monmouth, Oregon. Officers who had worked on the [REDACTED] matter were in attendance at both the Quantico and Oregon classes and the [REDACTED] case was discussed in line with other similar murders. During this period of time the [REDACTED] case was receiving significant notoriety in the Oregon media because of the horrible nature of the crimes.

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SA Ressler is the program manager for the Criminal Personality Research Program which has been a Bureau approved research project since 1978. This project involves conducting interviews of the convicted perpetrators of unusual crimes of violence in order to gain insight into the minds of these persons. This knowledge improves the ability of the Special Agent Behavioral Scientist to interpret the crime scenes and to construct a personality profile to aid investigators.

CONTINUED-OVER

Memorandum to Mr. Mintz from J. D. McKenzie
Re: RESPONSE TO LETTER
OF USA SIDNEY I. LEZAK
DISTRICT OF OREGON
PORTLAND, OREGON
REGARDING ACTIVITIES OF
SA ROBERT K. RESSLER

In line with this interview project, SA Ressler attempted to interview [REDACTED]

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In response to the request to appear in Salem, Oregon, SA Ressler met with Unit Chief [REDACTED] and Supervisory Special Agent [REDACTED] Legal Research Unit, Legal Counsel Division, to discuss the requests of the Marion County Prosecutor's Office. Both [REDACTED] advised that assistance in this matter was in line with the mission of the FBI under the Police Cooperation classification. Behavioral Science Unit Chief [REDACTED] advised Section Chief Lawrence J. Monroe on 6/29/81, the status of the Marion County request citing the plan for SA Ressler to travel to Salem, Oregon, and to meet the request of the original letter of 5/22/81.

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On 6/29/81, SA Ressler traveled to Salem, Oregon, to render the requested assistance. The following day he met with Oregon Governor Victor Atiyeh along with Marion County District Attorney Chris VanDyke, Deputy District Attorney [REDACTED]

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The above panel, which was led by District Attorney VanDyke, made a presentation to the Governor showing that [REDACTED]

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[REDACTED] SA Ressler's portion of the briefing consisted of offering approximately six cases similar to the modus operandi demonstrated in the [REDACTED] case. [REDACTED] followed SA Ressler's presentation with a discussion of the dynamics of lust murder and sexual sadism within the realm of their experiences. [REDACTED] then spoke of the medical and psychiatric aspects of sexual sadism and diagnosis of offenders falling into the general category discussed by the other members of

CONTINUED -OVER

Memorandum to Mr. Mintz from J. D. McKenzie

Re: RESPONSE TO LETTER
OF USA SIDNEY I. LEZAK
DISTRICT OF OREGON
PORTLAND, OREGON
REGARDING ACTIVITIES OF
SA ROBERT K. RESSLER

the panel. District Attorney VanDyke then summarized the presentation and made final comments to the Governor concerning his request for review of the



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In summary, it should be noted that based on the collective analysis of the [redacted] case, that [redacted]



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CONTINUED-OVER

Memorandum to Mr. Mintz from J. D. McKenzie
Re: RESPONSE TO LETTER
OF USA SIDNEY I. LEZAK
DISTRICT OF OREGON
PORTLAND, OREGON
REGARDING ACTIVITIES OF
SA ROBERT K. RESSLER

[redacted]
[redacted] should not be honored as they constitute nothing more than harrassment under the guise of freedom of information. The State of Oregon, under numerous similar requests, have given [redacted] very little information, pointing out his inaccuracies in quotations of law and improper requests under FOIA. [redacted] assault on SA Ressler in short is nothing more than an assault on the FBI, the State of Oregon, or any other legitimate government agency that is involved in his case.

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It is the opinion of the Training Division that a letter should be sent to Sidney I. Lezak, United States Attorney's Office, Portland, Oregon, which sets out the basic facts of this matter. No answer should be forwarded to [redacted]

[redacted] has not directed any inquiry to the FBI. [redacted] is of the type of disordered personality who will continue his frivolous complaints as any response will merely feed his distorted ego and paranoia. Any response to [redacted] should remain the option of USA Lezak.

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A summary of the basic facts follows:

At the request of representatives of Marion County District Attorney's Office, Salem, Oregon, SA Robert K. Ressler traveled to Salem, Oregon, to participate in a meeting on [redacted]

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[redacted] with Marion County District Attorney Chris VanDyke, Governor Atiyeh, and several mental health professionals. SA Ressler presented cases depicting homicides similar in modus operandi to that of [redacted] and discussed the perpetrators of the crimes. SA Ressler's presentation was based on his law enforcement experience, educational background, and research conducted by him during his seven year assignment as a member of the Behavioral Science Unit at the FBI Academy. No written report was

CONTINUED-OVER

Memorandum to Mr. Mintz from J. D. McKenzie

Re: RESPONSE TO LETTER OF
USA SIDNEY I. LEZAK
DISTRICT OF OREGON
PORTLAND, OREGON
REGARDING ACTIVITIES OF
SA ROBERT K. RESSLER

furnished. The mental health professionals in attendance furnished their
opinions regarding the personalities of the killers including [redacted] Mr.
VanDyke recommended [redacted]

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SA Ressler's attendance at the meeting was with the complete knowledge
and approval of his superiors, and he conducted himself in a professional man-
ner in accordance with his legitimate background.

CHRIS VAN DYKE
DISTRICT ATTORNEY

CHIEF DEPUTY
MICHAEL J. BROWN



MARION COUNTY DISTRICT ATTORNEY
MARION COUNTY COURTHOUSE
SALEM, OREGON 97301
TELEPHONE (503) 588-5222

Mr. William Webster, Director
Federal Bureau of Investigation
9th & Pennsylvania
Washington, D.C 20535

RE: [REDACTED]

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Dear Mr. Webster:

The purpose of this letter is to seek your assistance in a matter we having pending here in Salem, Oregon. A few years ago one of your agents, Robert K. Ressler of the Behavioral Science Unit in Quantico, Virginia, came to Oregon to interview some of the inmates in the Oregon State Penitentiary. One of those inmates was [REDACTED]

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Our problem is that our Governor has [REDACTED]

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[REDACTED] without input from the District Attorney's office, any of the law enforcement agencies involved in the original crime, or any consultation with the psychologists that have treated the defendant since his incarceration. The Governor is willing at this time to take a second look [REDACTED] and has asked our office to prepare a memo and presentation for him regarding our position on [REDACTED]

Mr. William Webster, Director

- 2 -

May 22, 1981

I have talked extensively with Bob Ressler regarding [redacted] case. I believe with his qualifications he could speak persuasively to the issue of [redacted]

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[redacted] Bob Ressler disagrees with this theory and with the notion that [redacted] condition is now "cured". He could explain to you in far more detail the nature of the case and his opinion regarding the defendant's release.

My request is that you allow Mr. Ressler to provide our office with a written memorandum regarding the defendant's psychological profile as compared with other defendants in similar crimes. In lieu of a written report, we would be happy to include Mr. Ressler in the group of people going with us to meet with the Governor. I realize that this request is somewhat out of the ordinary, but I feel that this case is an extraordinary one.

We have a meeting scheduled with the Governor during the last week of June. I am sending a copy of this letter to Bob Ressler so he is aware of this request. I appreciate any cooperation you can give us in this matter.

Sincerely,

CHRIS VAN DYKE
M [redacted] COUNTY DISTRICT ATTORNEY

[redacted]
[redacted] ty District Attorney

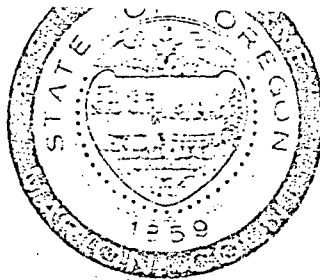
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SMM:mcw

c.c. Robert K. Ressler
Supervisory Agent
Behavioral Science Unit
FBI Academy
Quantico, Virginia 22135

CHRIS VAN DYKE
DISTRICT ATTORNEY

CHIEF DEPUTY
MICHAEL J. BROWN



MARION COUNTY DISTRICT ATTORNEY
MARION COUNTY COURTHOUSE
SALEM, OREGON 97301
TELEPHONE (503) 588-5222

June 10, 1981

Mr. William Webster, Director
Federal Bureau of Investigation
9th and Pennsylvania
Washington, D.C. 20535

RE: [REDACTED]

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Dear Mr. Webster:

I am enclosing a copy of my original letter to you dated May 22, 1981. Since that letter I have confirmed a date for an appointment with Governor Atiyeh to consider

[REDACTED]
[REDACTED]

We are scheduled to meet on

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I would again request that you allow Bob Ressler to participate in this matter either in writing or in person. I appreciate your cooperation and look forward to a response from you in the near future.

Sincerely,

CHRIS VAN DYKE
Marion County District Attorney

[REDACTED]
Deputy District Attorney

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SMM:Ro

cc: Robert K. Ressler
Supervisory Agent
Behavioral Science Unit
FBI Academy
Quantico, Virginia 22135

REC-149

March 18, 1982

Dr. Joseph H. Davis
President
American Academy of Forensic
Sciences
1050 Northwest 19th Street
Miami, Florida 33136

Dear Dr. Davis:

I very much appreciate your thoughtfulness in writing on March 3rd concerning Special Agent Ressler's presentation to those attending your annual meeting. You may be sure I will pass your comments along to him and I know he will join me in extending warmest thanks for your personal recognition. We are glad we could contribute to the success of your meeting and it is our sincere desire to be of assistance to you and the Academy whenever we can.

Sincerely yours,

William H. Webster

William H. Webster
Director

MAILED 14
MAR 19 1982
FBI

- Exec AD Inv.
- Exec AD Adm.
- Exec AD LES
- Asst. Dir.:
- Adm. Servs.
- Crim. Inv.
- Ident.
- Intell.
- Laboratory
- Legal Coun.
- Plan. & Insp.
- Rec. Mgnt.
- Tech. Servs.
- Training
- Public Affs.
- Telephone Rm.
- Director's Sec'y

- 1 - Denver - Enclosure
- 1 - Miami - Enclosure
- 1 - Mr. McKenzie - Enclosure

Personal Attention: Bring to the attention of SA Robert K. Ressler.
1 - 67-633303 (Robert K. Ressler) - Enclosure

7 MAR 22 1982

NOTE: Bufiles reflect prior cordial correspondence with Dr. Davis. He is known to Assistant Director Kelleher on a first-name basis.

ESH:ddb (6)

4 APR 2 1982
MAIL ROOM

Pers. Rec. Unit

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FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE APPRAISAL REPORT

Employee Biographical Page
(Refer to Administrator's Manual for Performance Appraisal
for instructions regarding the use of this form.)

Payroll Name RESSLER ROBERT K Cost Center Number 0211 D2-BEHAVIORAL-SCI
Social Security Number 357-28-1755 Merit Pay Indicator M-5
Position Title SUPERVISORY SPECIAL AGENT Grade/Step and Salary GM 14 00 \$44,487.00
Effective Date of Last Grade Change 3/13/77
Date Due Within-grade Increase/ Step Increase 0/ 0/00
Position Number GM 1811 14 78-FD-713

Type of Appraisal

- A ☒ Annual
I ☐ Annual Incorporating Prior Administrative Appraisal(s)
C ☐ Conversion of Administrative Appraisal(s) to Annual
P ☐ Presumptive Annual
S ☐ Administrative - type _____

Projected Annual Appraisal Period

7/ 1/81 to 6/30/82

Appraisal Period 7/15/81 to 6/30/82

(Actual period of time covered by this report
if different from projected annual)

CURRENT APPRAISAL

List adjective rating of individual critical elements from lowest
to highest level with respective identifying number below.

<u>E</u>	<u>E</u>	<u>E</u>	<u>E</u>			
<u># 1</u>	<u># 2</u>	<u># 3</u>	<u># 4</u>	<u>#</u>	<u>#</u>	<u>#</u>
Overall Adjective Rating <u>Exceptional</u>				Numerical Average <u>4.50</u>		

Check here if above information duplicates that of most recent administrative appraisal.

Administrative Appraisal(s) Considered in Annual Appraisal

Appraisal Period(s):

_____ to _____
_____ to _____

Adjective Rating(s)

Composite Adjective Rating _____
(Only for annual appraisals which are based on the incorporation or conversion of administrative appraisals.)

REC-110

67-

633303-125

Numbered

1000100

198201

Adjective rating for last two annual appraisals (nonmerit pay employees only)

Year _____

Adjective Rating _____

Year _____

Adjective Rating _____

My signature and/or initials on this page of the Performance Appraisal Report and on the attached FD-593a, FD-593b and FD-593c indicates only that I have reviewed each page, not that I am necessarily in agreement with the information thereon or that I am relinquishing my right, if any, to grieve this appraisal.

Robert K. Ressler
Signature of Employee

3 OCT 29 1982
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THREE

Federal Bureau of Investigation

EVALUATION PAGE

(Refer to Administrator's Manual for Performance Appraisal
for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Payroll Name of Employee

Social Security Number

Comment below on actual performance to justify the adjective rating level for each element. Use additional pages as necessary.

Critical Element # 1 as Effective Dates 7/1/81 to 6/30/82 Adjective Rating Exceptional
listed on the Performance Plan

Instruction

During the rating period, SSA Robert K. Ressler provided exceptional instruction with virtually no supervision. He was the principal instructor for National Academy Course CECJ 462, Applied Criminal Psychology, for the 126th, 127th, 128th, and 129th National Academy Sessions. He improved this course by developing stimulating audiovisual materials from interview tapes of cases of which he had personal knowledge and by utilizing guest speakers who had expertise and/or experience in the discussion topics such as multiple personality, psychopathology and psychic phenomena. Particularly interesting speakers were invited to speak at night classes which were held in the Forum (small auditorium) so that persons from the entire student population of the Academy had the opportunity to attend the presentation. This course received consistently high ratings and many favorable remarks in the student critiques for the entire academic year. He regularly provided student counseling and the remedial training necessary for students experiencing difficulty with course material. He revised his examinations to include case analysis questions. SSAs Ressler and [redacted] were responsible for developing the curriculum and conducting the first Crime Analysis and Criminal Personality Profile Coordinators Police Instructor In-Service. SSA Ressler handled all the administrative aspects of the

(See attached sheet)

Critical Element # 2 as Effective Dates 7/1/81 to 6/30/82 Adjective Rating Exceptional
listed on the Performance Plan

Research

During the rating period, SSA Robert K. Ressler, with little or no supervision, conducted extensive research in the area of criminal psychology. SSA Ressler identified sources of information such as law enforcement agencies having unusual cases, and penal institutions housing perpetrators of violent heinous crimes. He gathered, reviewed, analyzed and organized resource material for efficient location and retrieval by utilizing a 57-page interview protocol and establishing a personal filing system. He personally interviewed John Wayne Gacy in furtherance of the Criminal Personality Research Project. (This project will be dealt with in more detail under Critical Element #3, Administration of Programs and Projects; Consultation). Documentation of material beneficial to the Unit training goals was made and furnished to the Unit Chief. Recommendations were made for improving the instructional material by incorporating material from actual cases into lesson plans and training aids. Proposals were submitted on a timely basis for extending and upgrading Behavioral Science Unit training programs by the development of a curriculum for a new Special Agent In-Service called Crime Analysis and Criminal Personality

(See attached sheet)

RMR
Initials of Employee

Robert K. Ressler
357-28-1755

Critical Element #1 (Continued)

intensive two-week in-service, including making arrangements for the most impressive list of guest speakers in forensic psychology ever to appear at the Academy. The plan of this new Special Agent In-Service was to place in every Field Division a Special Agent who could function as a behavioral science resource person for the SAC, conduct field training on behavioral science topics, and play the role of a conduit between the Behavioral Science Unit and state, local, and federal law enforcement agencies in providing direct operational support in unsolved violent crimes which are psychopathological in nature. This in-service was extremely successful in that it generated a great deal of enthusiasm in the veteran Agents by opening up a new area of expertise for the FBI on the field level, and has resulted in a marked improvement in the quality of service which the FBI renders to other law enforcement agencies in crime analysis and profiling. In addition to the above, SSA Ressler conducted 13 field schools, made special presentations to nine prestigious groups such as the Annual International Homicide Seminar, Southern Police Institute, American Academy of Forensic Science Annual Conference, the International Society for Research on Aggression, the Southern States Correctional Association Annual Conference, LEEEDS, and the Nuclear Extortion Threat Assessment Interagency Meeting. As a veteran instructor he handled additional instructional assignments whenever it was requested of him. He taught in other Behavioral Science Unit Special Agent in-services and specialized police schools, and co-administered the Federal Corrections Association Annual Meeting which was held at the FBI Academy. The Behavioral Science Unit is in receipt of numerous notes and letters of appreciation and commendation for his instructional expertise.

Critical Element #2 (Continued)

Profile Coordinators In-Service. Proposals were also submitted for publication of several scholarly papers. The research resulted in the production of the following articles: An article entitled "Rape-Murder: One Offender and Thirteen Victims," coauthored by Ressler, Dr. Ann Wolbert Burgess of Boston University, and SSA John E. Douglas, has now been accepted for publication by the American Psychiatric Association in the American Journal of Psychiatry. A second article entitled "Sex-Related Murder and Crime Scene Investigation," coauthored by Ressler and the above individuals, and presented to the International Society for Research on Aggression in August of 1981, has been submitted to Psychology Today for publication.

(See attached sheet)

Robert K. Ressler
357-28-1755

Critical Element #2 (Continued)

Two additional articles have been completed by the above authors during the rating period. They are: "Criminal Profiling Research on Homicide" which has been submitted to Corrections Today (at their request), and "Patterns of Homicide Crime Scenes" which was submitted to the Journal on Criminal Justice and Behavior. An earlier article entitled "Offender Profiles: A Multidisciplinary Approach," and published in the FBI Law Enforcement Bulletin in September, 1980, has been translated into Chinese and is published in the Tse-Chiang Monthly issued by the Investigation Bureau of Ministry of Justice of Taiwan. Benefits derived from the research and publication of SA Ressler, et al, include increased recognition status, and prestige for FBI expertise in criminal psychology from both the behavioral science and the law enforcement communities. SSAs Ressler and [redacted] continue to work on a textbook entitled "Handbook of Applied Criminology" with [redacted]

[redacted]

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Federal Bureau of Investigation

EVALUATION PAGE

(Refer to Administrator's Manual for Performance Appraisal
for instructions regarding the use of this form.)

Robert K. Ressler

Payroll Name of Employee

357-28-1755

Social Security Number

Comment below on actual performance to justify the adjective rating level for each element. Use additional pages as necessary.

Critical Element # 3 as listed on the Performance Plan Effective Dates 7/1/81 to 6/30/82 Adjective Rating Exceptional

Administration of Programs and Projects; Consultation

During the rating period, SSA Robert K. Ressler, with little or no supervision, administered the Criminal Personality Research Project. This project involves the ultimate goal of building a data base from characteristics collected from the analysis of certain violent crime scenes, i.e. serial murders, etc., and building a second data base from the characteristics of known offenders convicted of those kinds of crimes, collected through careful analysis of law enforcement, psychiatric, autopsical records, etc., and through intensive interviews of offenders themselves. The data bases will be rich sources of information to aid in the construction of criminal profiles in unknown subject cases. The possibility exists that the computer may then be used to match characteristics found at the crime scene with characteristics of a criminal personality type most often involved in that kind of crime, thereby narrowing the focus of the investigation to the most likely suspects. The construction of such a profile based on a behavioral interpretation of the crime scene is currently a long and tedious process. It is anticipated that the results of this project will increase the accuracy and shorten the time required in the profiling process. During the

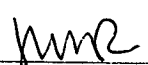
(See attached sheet)

Critical Element # 4 as listed on the Performance Plan Effective Dates 7/1/81 to 6/30/82 Adjective Rating Exceptional

Organizational Cooperation and Liaison

SSA Robert K. Ressler, with minimum supervision, accepted and completed in a timely fashion all routine assignments and regularly accepted additional and unanticipated assignments completing them on or before established deadlines with comprehensive responses. He handled correspondence, unscheduled teaching assignments, meetings and tours. He frequently attended extracurricular activities in support of Unit and Training Division programs such as the IACP, Sheriff's Association, Federal Corrections Association, NEI, EDI, LEEDS, and other evening functions and presentations. He assisted the SOARS Unit by playing the part of a terrorist in a hostage situation exercise at the site of the World's Fair. He teamed up with a member of the SOARS Unit (SSA) to provide hostage negotiation training to Armed Forces personnel in the Federal Republic of West Germany. He assisted other unit members by making available to them audio and video tapes, journal articles, and sharing other training materials. He frequently invited faculty and staff to hear guest speakers in his classes. He furnished a suggestion to include lodging capabilities in the plans for the proposed Practical Problem Complex, to house certain operational groups, VIPs, and guests. This suggestion was endorsed by the Academic Section

(See attached sheet)


Initials of Employee
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Robert K. Ressler
357-28-1755

Critical Element #3 (Continued)

rating period, SSA Ressler has continuously planned, monitored and organized the project, moving it closer to its goal. He and SSA [redacted] were primarily responsible for conducting the first Crime Analysis and Criminal Personality Profile Coordinators In-Service. This innovative Special Agent in-service was largely based upon information about criminal personality types previously developed from work in the project. During the in-service, they trained the attendees in the necessary analytical techniques and skills to gather data for submission to the Behavioral Science Unit thus broadening the data base. The attendees were furnished copies of the protocol and charged with targeting perpetrators of serial homicide who were currently incarcerated, and interviewing them. Since that time, valuable information has been steadily coming into the Behavioral Science Unit. These "Profile Coordinators" are continuing to develop their crime analysis and profiling skills while they also collect additional data for the project. SSA Ressler furnished documentation reflecting that a proposal for a research grant for \$130,000 submitted by [redacted] to National Institute of Justice had been approved. [redacted]

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[redacted] and SSA Ressler as Co-principal Investigator. This grant represents a considerable savings in capital outlay by the Bureau. According to [redacted], who works closely with Ressler on the project, the process, once refined, can be redirected at other types of crime, i.e., kidnapping, extortion, embezzlement, etc. SSA Ressler has submitted a proposal to host a National Symposium on Forensic Psychology inviting the leaders in the field from throughout North America. The tentative target date is September, 1983.

SSA Ressler has also provided valuable consultation in five cases during the rating period, and is working on five others at the present time. The most remarkable was a case during which the profile furnished to police was responsible for causing investigators to zero in on a suspect responsible for the brutal rape and murder of an elderly woman taken from a nursing home. SSA Ressler also provided ongoing consultation in the prosecution of John W. Hinckley, Jr., for the assassination attempt of the President. SSA Ressler was invited to a conference with the governor of the State of Oregon regarding the [redacted]. He attended the conference and furnished information regarding the personality type of perpetrators of crimes such as those committed by [redacted]

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Robert K. Ressler
357-28-1755

Critical Element #4

Chief. He represented the Behavioral Science Unit, the Training Division, and the FBI in a most professional manner during interviews with both printed and electronic media. The most notable example being an intensive interview conducted by W-5, an extremely popular nationwide Canadian interview program of the Canadian Broadcasting System. SSA Ressler maintains the most impressive network of professional contacts in the Behavioral Science Unit. He has cultivated close personal associations with leaders in the field of criminology, criminal psychology, and forensic psychiatry. These individuals are responsible for furnishing a great deal of information and assistance to the Behavioral Science Unit toward meeting Behavioral Science Unit and Training Division goals. They provide needed expertise in areas such as research, publication, training, and profiling. They include such persons as [REDACTED]

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[REDACTED]

Through their own contacts, they open doors to their respective professional organizations, thereby expanding the scope of Bureau influence and providing opportunities for growth, achievement and exposure which would otherwise be unavailable to Behavioral Science Unit members. They are also available to assist during times of crisis, i.e. assassinations, kidnappings, hostage situations, etc., and have been utilized effectively on a number of occasions (REGAT, ATKID, CATCOM, etc.). He maintains liaison with important military, intelligence and police officials as well. SSA Ressler is a member of the Reserve Officers Association and the American Corrections Association. He has served as Relief Unit Chief in a competent manner on several occasions.

Federal Bureau of Investigation

SIGNATURE PAGE

(Refer to Administrator's Manual for Performance Appraisal
for instructions regarding the use of this form.)

Robert K. Ressler

Payroll Name of Employee

357-28-1755

Social Security Number

This by supervision.7/23/82 ^{b6}
Date ^{b7c}

Comments of Employee-Right to Respond (Optional)

I ☐ do ☒ do not wish to respond to this appraisal as prepared by my rating official.MNR
Initials of Employee7-23-82
Date

I am aware that my overall performance below the Fully Successful level as reflected in this appraisal may be the basis for the denial of my within-grade increase (WIGI)/step increase and could also preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer.

MNR
Initials of Employee

APPLICABLE TO EMPLOYEES IN A TWO/THREE YEAR WAITING PERIOD FOR WIGI/STEP INCREASES AND/OR PROMOTIONS.

I am aware that my overall performance below the Fully Successful level in previous annual appraisal(s) _____; _____ (indicate year(s)) may be the basis for the denial of my WIGI/step increase and/or promotion.

Initials of Employee

Comments of Reviewing Official

Signature of Reviewing Official

7/23/82
Date

I have reviewed the comments of my reviewing official with respect to my comments (above) and/or any adjustments he/she made to this performance appraisal. I ☐ do ☐ do not wish to respond to this appraisal as adjusted by my reviewing official.

Signature of Employee

Date FBI/DOJ

Federal Bureau of Investigation
PERSONNEL DATA PAGE

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler357-28-1755

Payroll Name of Employee

Social Security Number

1. Specify general nature of assignment during most of the appraisal period for Agent personnel (such as FCI, criminal, applicant, accountant, Resident Agent, supervisor, instructor, etc.); for support personnel (such as typing, stenography, secretarial, radio operating, translating, etc.).

2. Is employee available wherever needs of service require for general assignment? ☒ Yes ☐ No (If No, explain briefly.)

Special Assignment ☒ Yes ☐ No (If No, explain briefly.)

3. Is employee physically fit to perform full range of duties within current position including raids and dangerous assignments? ☒ Yes ☐ No (If No, explain briefly.)

4. Firearms - Indicate if ☒ qualified instructor and/or ☐ expert.

5. Is employee qualified to operate a motor vehicle incidental to official duties? ☐ No ☒ Yes (If Yes, personnel file must reflect the following (a) Has valid state or local operator's license for type to be used. (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.)

6. Foreign Language - Entered on duty under Bureau Language Program ☒ No ☐ Yes (If Yes, specify language(s).)

Completed Bureau Language School ☒ No ☐ Yes (If Yes, specify language(s).)

Frequency of use (daily, weekly, monthly, less often) in the following language(s):

Anticipated use during ensuing year:

7. Administrative Advancement - (Agents only)

- a. ☒ Not interested (If this space is checked, ignore b, c, and d.)
 b. ☒ Yes ☐ No - Agent is completely available for administrative advancement
 c. ☒ Yes ☐ No - Agent performs full range of responsibilities in current job and is qualified for administrative advancement.
 d. Explain if interested but not now qualified or not available.
 e. ☒ Yes ☐ No - Agent should update his/her Career Development Summary. (If Yes, instruct Agent to submit current FD-477 If Agent has less than 10 years of service (as an Agent), this form must be executed if three years have elapsed since last submission.)

8. Number of Incentive Awards _____
 Commendations received from Director: _____; through Superior 8
 Commendations received from Superior: _____
 Suggestions submitted: _____
 If none, check here. _____

DWR
 Initials of Employee

Federal Bureau of Investigation

PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Training Division-Behavioral Science

Payroll Name of Employee

Social Security Number

Office of Assignment

Supervisory Special Agent GS-14 1811-14-78 FO 713 (Instructor)

Position: Title, Grade and Number

Critical Element # 1 Effective Dates 7/1/81 to 6/30/82

Instruction

Performance Standards

Minimally Acceptable

Fully Successful

Superior

With direction, provides instruction as assigned. Provides adequate counseling to students. Meets training goals and objectives at a satisfactory level. Utilizes standard course syllabus, lesson plans and lecture outline for courses assigned. When applicable, meets University of Virginia academic requirements.

With minimum direction, accomplishes Minimally Acceptable standard plus designs and develops supporting audio visual material. At times handles additional teaching assignments. Prepares course syllabus, bibliographies, lesson plans, and handout material for assigned blocks of instruction. Identifies problem areas and suggests curriculum change which may result in course improvement. Continually analyzes, and where applicable, modifies test and measurement criteria. Meets stated training goals and objectives at more than satisfactory level.

With minimum direction, accomplishes a Fully Successful standard plus regularly handles additional teaching assignments. Meets stated training goals and objectives at a high level. Handles more complicated and difficult teaching assignments. Occasionally develops and implements innovative teaching methods.

*Plan accepted with
modifications 8/16/82
js*

*Plan accepted
with modifications
8/16/82
js*

*Plan accepted with
modifications 8/16/82
js*

I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer. My signature does not constitute agreement with the element and standards nor does it void my right to grieve them.

The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

Signature of Employee

7-15-81

Date

THREE

Date

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Federal Bureau of Investigation

PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Training Division-Behavioral Science

Payroll Name of Employee

Social Security Number

Office of Assignment

Supervisory Special Agent GS-14 1811-14-78 FO 713 (Instructor)

Position: Title, Grade and Number

Critical Element # 2 Effective Dates 7/1/81 to 6/30/82

Research

Performance Standards

Minimally Acceptable

Fully Successful

Superior

With direction, reviews literature and gathers resource information for Behavioral Science training.

With minimum direction, accomplishes Minimally Acceptable standard plus analyzes accumulated research data and submits on a timely basis proposals relevant to curriculum development, materials for publication, or for additional research or other use.

With minimum direction, accomplishes Fully Successful standard plus submits the results of research which is suitable for publication, new course development, or other use.

*Not accepted by PRAH
4-13-82: in modified MA
not acceptable 8-16-82
JB*

*Plan accepted with
modifications 8-16-82
JB*

*Plan accepted with
modifications 7/15/82
JB*

I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer. My signature does not constitute agreement with the element and standards nor does it void my right to grieve them.

Robert K. Ressler
Signature of Employee

7-15-81
Date

The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.



THREE

7/15/81
Date

PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Training Division-Behavioral Science

Payroll Name of Employee

Social Security Number

Office of Assignment

Supervisory Special Agent GS-14 1811-14-78 FO 713 (Instructor)

Position: Title, Grade and Number

Critical Element # 3 Effective Dates 7/1/81 to 6/30/82

Administration of Programs and Projects; Consultation

Performance Standards

Minimally Acceptable

Fully Successful

Superior

With direction, administrates all programs and projects assigned.

With direction, furnishes opinion and advice in areas of expertise in administrative, training, operational and organizational matters.

With minimum direction, accomplishes Minimally Acceptable standard, plus continually monitors assigned programs and projects, and when needed, develops and submits recommendations which may result in program and project improvement.

With minimum direction, accomplishes the Minimally Acceptable standard plus occasionally engages in and records consultation activities for problem resolution.

With minimum direction, accomplishes the Fully Successful standard, plus implements recommendations which result in program or project improvement. Assumes administrative control and planning which contribute to increased program efficiency and effectiveness.

With minimum direction, accomplishes the Fully Successful standard plus frequently engages in and records consultation activities for problem resolution which have implementation or operational value.

*Not accepted by PRAM
4-13-82. Modified MA
not acceptable 8-16-82
JB*

*Plan accepted with
modifications 8-16-82
JB*

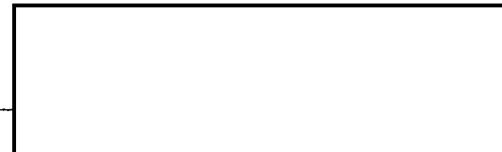
*Plan accepted with
modifications 8-16-82
JB*

I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer. My signature does not constitute agreement with the element and standards nor does it void my right to grieve them.

Robert K. Ressler
Signature of Employee

7-15-81
Date

The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.



THREE

7/15/81
Date

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PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Training Division-Behavioral Science

Payroll Name of Employee

Social Security Number

Office of Assignment

Supervisory Special Agent GS-14 1811-14-78 FO 713 (Instructor)

Position: Title, Grade and Number

Critical Element # 4 : Effective Dates 7/1/81 to 6/30/82

Organizational Cooperation and Liaison

Performance Standards

Minimally Acceptable

Fully Successful

Superior

With direction, accepts and carries out all routine unit and other divisional assignments in a timely manner. Works in a cooperative fashion with other employees. Maintains liaison with appropriate persons and organizations. Complies with rules and regulations including those pertaining to EEO and affirmative action.

With minimum direction, accomplishes the Minimally Acceptable standards plus occasionally accepts additional and unanticipated unit and division assignments. Occasionally participates in activities and groups in support of unit, division and Bureau programs. Occasionally obtains and disseminates relevant information. Establishes liaison and develops resource person contacts with appropriate organizations.

With minimum direction, accomplishes the Fully Successful standard plus regularly accepts additional and unanticipated unit and division assignments. Frequently participates in activities and groups in support of unit, division and Bureau programs. Frequently obtains and disseminates relevant information. Through liaison efforts is able to initiate inter-organizational cooperation in the implementation of courses, programs and other services.

Plan accepted with modifications 8/16/82 JR

Plan accepted with modifications 8/16/82 JR

Plan accepted with modifications 8/16/82 JR

I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer. My signature does not constitute agreement with the element and standards nor does it void my right to grieve them.

Robert K. Ressler
Signature of Employee

7-15-81
Date

The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.



THREE

7/15/81
Date
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October 27, 1982

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[REDACTED]

Dear Mr. LeBlanc:

It was indeed thoughtful of you to write on October 11th regarding the retraining conference of the California Chapter of the FBI National Academy Associates. Your kind comments regarding the efforts of the individuals you named are very much appreciated. It will be a pleasure to see that your remarks are brought to the attention of all concerned. I know they will share my gratitude and join me in thanking you.

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67 NOT RECORDED

Sincerely yours,

William B. Webster

William B. Webster
Director

Searched _____
Serialized _____
Indexed _____
Filed _____

- 1 - Mr. Francis M. Mullen, Jr. - Enclosure
Acting Administrator
Drug Enforcement Administration
Personal Attention: Bring to the attention of [REDACTED]
- 1 - Sacramento - Enclosure
Personal Attention, SAC: Bring to the attention of ASAC John J. Burke.
- ① - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SA [REDACTED] and [REDACTED]
[REDACTED] Robert K. Ressler, [REDACTED]
- 1 - Mr. Revell - Enclosure
Personal Attention: Bring to the attention of SA [REDACTED]
[REDACTED]

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Criminal Justice Coordinating Council

CJCC MEMBERS

Chairman:
James M. Holzemer

Vice-Chairman:
Melvin Resnick

Secretary:
Charles Doneghy

Treasurer:
John Mason

Tom Bodi
Doug DeGood
Andy Devine
Donald Hickey
Harry Kessler
Anthony Pizza
Glenn Richter
Richard Webb
William Werner

Special Agent Robert K. Ressler
F.B.I. Academy
Behavioral Science Unit
Quantico, VA 22135

Dear Agent Ressler:

I am writing to say thank you for your part in the instruction of our October 14th., class "Criminal Interviewing and Interrogation Techniques". I am sure I speak for all of the police departments represented when I say the time and interest you devoted to the class was most sincerely appreciated.

Sincerely,

CJCC PROJECTS

**Criminal Justice Training
and Education Center**
945 S. Detroit Avenue
Toledo, Ohio 43614
382-5665

**Northwest Ohio Regional
Information System**
316 N. Michigan Street
Toledo, Ohio 43624
244-0763

Regional Planning Unit
316 Michigan Street
Toledo, Ohio 43624
244-5819

SDV/jlk

cc: James D. McKenzie
Assistant Director

October 18 1982

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Director
Criminal Justice Training
& Education Center

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Serialized ser
Indexed _____
Filed ser
67-914-134

CJCC

F. B. I.
National Academy Associates
CALIFORNIA CHAPTER

October 11, 1982

William H. Webster, Director
Federal Bureau of Investigation
J. Edgar Hoover Building
10th and Pennsylvania Ave. N.W.
Washington, D.C. 20535

Dear Sir:

The California Chapter of the F.B.I. National Academy Associates held their annual retraining conference at North Lake Tahoe from 3 October through 6 October 1982.

The conference was an outstanding success. Much of this success was due primarily to the speakers which were supplied by the Bureau.

I will not make this letter a lengthy one by listing each of their accomplishments, but I would be remiss if I did not mention their names, starting with [redacted] Along with [redacted] it was our privilege to have [redacted] Mr. Robert K. Resler, [redacted] From the Sacramento office the Assistant Special Agent in Charge, John J. Burke was also a speaker.

It is obvious that each of these individuals is an expert in his particular field. All members in attendance were very interested and attentive during the various presentations. I heard [redacted] but compliments on each of them.

You are indeed fortunate to have individuals such as this in the Bureau. Needless to say we, the public, are also fortunate. I would you be kind enough to extend to each of these individuals my personal thanks and congratulations for a job well done. We were all aware of the fact that we took them from a busy schedule to be with us and it is appreciated.

Yours truly,

Arthur G. LeBlanc, President
1401 Shelter Island Dr.
San Diego, CA 92106

ASAC John J. Burke - Sacramento
67-1601253

Exec AD Adm. _____
Exec AD Inv. _____
Exec AD LES _____
Asst. Dir.: _____
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Intell. _____
Laboratory _____
Legal Coun. _____
Plan. & Insp. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Off. of Cong. & Public Affs. _____
Telephone Rm. _____
Director's Sec'y _____

FBI/DOJ

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b7C

EXP. PROC.

100-14-1982

10-29-82

ACK
10/27/82
CMT:ju

Inspector

DEA - USIM

S/SA

DIV. 2

AGL:pc

S/SA Robert K. Resler

5 MAR 28 1983 7-633303

S/SA

DIV. 2

S/SA

S/SA

DIV. 2

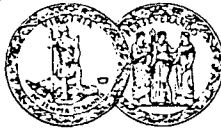
USIM

23 NOV 2 1982

Handwritten signature and initials

RS. REG. UNIT

COMMONWEALTH OF VIRGINIA



VIRGINIA MILITARY INSTITUTE

LEXINGTON, VIRGINIA

24450

DEPARTMENT OF ECONOMICS

703-463-6234

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Dr. Lawrence J. Monroe
Academic Dean
FBI Academy
Quantico, Va. 22135

Dear Dr. Monroe:

On behalf of the VMI cadets and the Society of Young Economists, I wish to extend my belated thanks to you and your most capable faculty and staff for another outstanding presentation and field trip through your superb facilities.

Messrs. [redacted] and Ressler provided excellent and informative presentations and the cadets were very impressed. Please convey to your colleagues our sincere appreciation and thanks.

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Sincerely yours,

[redacted]

Instructor

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b7C

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Serialized ewh
Indexed _____
Filed ewh

67-114-156

OFFICE OF THE DEAN
University of Louisville
Louisville, Kentucky 40292
502/588-6561

SOUTHERN POLICE INSTITUTE
University of Louisville
Louisville, Kentucky 40292
502/588-6561



DEGREE PROGRAMS
University of Louisville
Louisville, Kentucky 40292
502/588-6567

NATIONAL CRIME PREVENTION INSTITUTE
University of Louisville
Louisville, Kentucky 40292
502/588-6987

SCHOOL OF JUSTICE ADMINISTRATION

June 17, 1982

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Mr. James McKenzie
Assistant Director
F.B.I. Training Division
Quantico, Virginia 22135

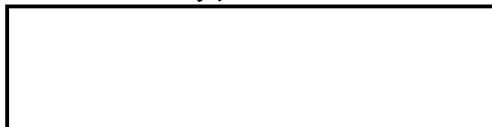
Dear Mr. McKenzie:

As you are aware, Bob Ressler appeared as a guest lecturer for the Southern Police Institute seminar on sex crimes. He covered the psychological profiling of the sex criminal, and I thought you might be interested in the evaluations from the class participants. I am enclosing the comments made by those students and I am sure you will be pleased with the results.

Bob did an extremely creditable job and I was most happy to have him on our program. I expect I will be making additional requests for his appearances in the coming year. Please convey our congratulations to Bob, and I would suggest you forward the evaluations on to him as I am sure he will be equally pleased.

I am extremely grateful that you were able to schedule Bob's appearance.

Sincerely,



Seminar Coordinator &
Assistant Professor

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RMD:syb

Ressler

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Serialized _____
Indexed _____
Filed _____
67-714-131

MICHIGAN STATE UNIVERSITY

COLLEGE OF SOCIAL SCIENCE³ SCHOOL OF CRIMINAL JUSTICE
BAKER HALL

7 EAST LANSING • MICHIGAN • 4882

Exec. AD-Adm. _____
Exec. AD-Inv. _____
Exec. AD-LES _____
Asst. Dir.: _____
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Inspection _____
Intell. _____
Laboratory _____
Legal Coun. _____
Off. of Cong. & Public Affs. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Telephone Rm. _____
Director _____

October 20, 1982

SA Robert K. Ressler
67-633303
DU-2 nsm

The Honorable
William Webster, Director
Federal Bureau of Investigation
Hoover Federal Building
Washington, D.C. 20535

Dear Mr. Webster:

We would like to express our thanks and appreciation for allowing Special Agent Supervisor Robert Ressler and Special Agent [redacted] of the Behavioral Sciences Unit of the FBI to participate in our seminar on the Investigation of Violent Death held in Lansing, Michigan, on September 20-24, 1982.

This seminar is designed to impart to attorneys, criminal investigators, and medical examiners, the information necessary to investigate and process crime scenes that involve violent death. It was attended by 34 participants from all over the country. Agents Ressler and [redacted] added immeasurably to the program by imparting the FBI's latest information on psychological profiling to the participants.

We would like to request that these gentlemen be permitted to instruct in next year's seminar as well. It will be held during the week of September 19-23, 1983. We will apprise Agents Ressler and [redacted] of the exact day and time of their presentation at a later date.

Thank you again for allowing these two gentlemen to participate in this seminar and be assured that they represented the Bureau exceptionally well.

Sincerely,

[redacted]

Director and Professor

[redacted]

Chief of Medical Staff
E. W. Sparrow Hospital

APA/ed

PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Training Division-Behavioral

Payroll Name of Employee

Social Security Number

Office of Assignment Science

Supervisory Special Agent GS-14 1811-14-78-FO-713 (Instructor)

Position: Title, Grade and Number

Cal Element # 1 Effective Dates 7/1/82 to 6/30/83

Instructions Students: Prepares for and delivers instructional content to students through use of lecture, demonstration, or practical exercise in furtherance of unit training goals and objectives. Evaluates and counsels students to facilitate learning by the students.

Performance Standards

Minimally Acceptable

Fully Successful

Superior

With general direction:

Provides instruction as assigned. Selects and utilizes existing course syllabi, lesson plans, lecture outlines, handouts and audio visual aids appropriate for courses assigned, making modifications and adaptations as necessary to comply with changes in existing guidelines and policy.

Administers and evaluates exercises and/or examinations.

When applicable, meets University of Virginia academic requirements.

Meets training goals and objectives at a satisfactory level.

With minimum direction, accomplishes minimally acceptable standard plus:

Designs and develops supporting audio visual materials which enhance classroom presentation. Improves course or instruction in that continually evaluates and occasionally modifies existing course syllabus, lesson plans, and handouts for assigned blocks of instruction to meet specific needs of target population.

Identifies students with problems and provides counseling and/or remedial training to correct the problems.

Improves course of instruction by continually evaluating and occasionally modifying techniques,

With minimum direction accomplishes fully successful standard plus:

Regularly handles additional teaching assignments.

Due to individual expertise and efficiency, can be assigned and handles more complicated and difficult teaching assignments.

Develops and implements innovative teaching methods, and in unit assignments, identifies problem areas and initiates changes which result in high level of course content, instructional quality, and/or student performance.

5 MAR 22 1983

7/23/82

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FBI/DO

I have been advised of my critical element and performance standards for the forthcoming appraisal and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

Signature of Employee

7-23-82
Date



PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Training Division-Behavioral

Payroll Name of Employee

Social Security Number

Office of Assignment Science

Supervisory Special Agent GS-14, GS1811-14-78-FO-713 (Instructor)

Position: Title, Grade and Number

Critical Element # 1: Effective Dates 7/1/82 to 6/30/83

structs Students (con't)

Performance Standards

Minimally Acceptable

Fully Successful

Superior

exams or exercises.

Meets training goals and objectives at more than a satisfactory level.

I have been advised of my critical element and performance standards for the forthcoming appraisal and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of performance transfer.

The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

b6
b7C

Robert K. Ressler
Signature of Employee

7-23-82
Date



7/23/82
Date

THREE

FBI/DOJ

PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Training Division-Behavioral

Payroll Name of Employee

Social Security Number

Office of Assignment Science

Supervisory Special Agent GS-14, 1811-14-78-FO-713 (Instructor)

Position: Title, Grade and Number

Critical Element # 2 Effective Dates 7/1/82 to 6/30/83

Conducts Research: Searches, reviews, analyzes literature and submits conclusions in furtherance of unit training goals and when applicable University of Virginia curriculum guidelines.

Performance Standards

Minimally Acceptable

Fully Successful

Superior

With general direction, searches reviews and analyzes available literature. Research and recommendations have utility in updating and revising existing instruction material in furtherance of unit training goals and when applicable University of Virginia curriculum guidelines.

With minimum direction, accomplishes minimally acceptable standards plus:

Analyzes and documents accumulated data and submits on a timely basis proposals relevant to curriculum development, materials for publication, or additional research in furtherance of unit training goals.

Documentation supports proposals submitted.

With minimum direction, accomplishes fully successful standard plus:

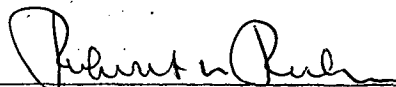
Conducts research studies in accordance with exacting established procedures and submits conclusions which are suitable for publication, new course development, or other use.

I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of reference transfer.

The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

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b7C



Signature of Employee

7-23-82

Date



THREE

7/23/82

Date

FBI/DO

Robert K. Ressler

357-28-1755

Training Division-Behavioral

Payroll Name of Employee

Social Security Number

Office of Assignment Science

Supervisory Special Agent GSA14 GS1811-14-78-F0-713 (Instructor)

Position: Title, Grade and Number

Critical Element # 3 Effective Dates 7/1/82 to 6/30/83

Organizational Cooperation and Liaison: Supports unit and division goals in a cooperative effect with unit members and other individuals and entities inside and outside the FBI.

Performance Standards

Minimally Acceptable

Fully Successful

Superior

With general direction, accepts and completes in a timely fashion all routine, individual and joint planned unit and division assignments.

Assesses the potential for developing liaison contacts, and as necessary establishes or maintains significant liaison contacts with appropriate organizations in the furtherance of Training Division goals.

With minimum direction, accomplishes minimally acceptable standard plus:

Occasionally accepts additional and unanticipated unit and division assignments and completes same by established deadlines.

Regularly shares expertise and resources with other unit and division members as needed, as well as promoting cooperative efforts within unit in support of unit goals and activities.

Establishes liaison and develops resource person contacts with appropriate organizations. Information exchanged, or other results of liaison contacts, are effective in furthering Training Division goals.

With minimum direction, accomplishes fully successful standard plus:

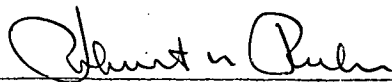
Regularly accepts additional and unanticipated unit and division assignments and completes same on or before established deadlines with comprehensive response

Consistently shares expertise and resources with other unit and division members as needed, as well as promoting cooperative efforts within unit in support of unit goals and activities.

Through liaison efforts, is able to initiate interorganizational cooperation or implementation of courses, programs and other services.

I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.



Signature of Employee

7-23-82

Date



THREE

b6
b7C

7/23/82

Date

PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Training Division-Behavioral

Payroll Name of Employee

Social Security Number

Office of Assignment Science

Supervisory Special Agent GS-14, GS1811-14-78-FO-713 (Instructor)

Position: Title, Grade and Number

ical Element # 4: Effective Dates 7/1/82 to 6/30/83

Administers Assigned Programs and Projects:

Performance Standards

Minimally Acceptable

Fully Successful

Superior

With general direction:

Administers assigned unit programs and projects in compliance with existing guidelines. Projects and assignments are completed on a timely basis.

Handles program and project assignments with occasional assistance of unit members and referral to existing guidelines.

As requested, furnishes opinion and advise in areas of expertise.

Advice is timely and conforms with existing guidelines and policy.

With minimum direction, accomplishes minimally acceptable standard plus:

Continuously monitors assigned programs or projects to ascertain their effectiveness.

Submits recommendations which would increase the quality or effectiveness of the program or project.

As requested, engages in and records consultation activities for problem resolution, providing accurate and thorough information.

With minimum direction, accomplishes fully successful standard plus:

Implements recommendations which result in program or project improvement.

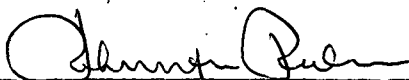
Assumes administrative control and planning which contribute to increased program efficiency and effectiveness.

Seeks out new programs or project and submits proposals justifying their implementation and value to overall unit and division goals.

As requested, engages in and records consultation activities for problem resolution which have implementation or operational value providing accurate and detailed information including resource

I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of honorific transfer.

The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.



Signature of Employee

7-23-82

Date



THREE

7/23/82
Date

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PERFORMANCE PLAN

(Refer to Administrator's Manual for Performance Appraisal for instructions regarding the use of this form.)

Robert K. Ressler

357-28-1755

Training Division-Behavioral

Payroll Name of Employee

Social Security Number

Office of Assignment Science

Supervisory Special Agent GS-14, GS-1811-14-78-FO-713 (Instructor)

Position: Title, Grade and Number

Critical Element # 4 Effective Dates 7/1/82 to 6/30/83

Administrators Assigned Programs and Projects (con't)

Performance Standards

Minimally Acceptable

Fully Successful

Superior

data for unanticipated questions.

I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of reference transfer.

The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.

Robert K. Ressler

Signature of Employee

7-23-82

Date



THREE

7/23/82

Date

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b7C

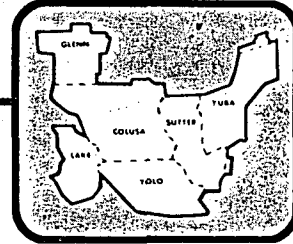
Yuba College

Yuba Community College District

North Beale Road & Linda Avenue

Marysville, California 95901

Telephone (916) 742-7351



CENTERS AT

BEALE A.F.B.

WOODLAND

LAKE CO.

COLUSA CO.

SERVICE CENTER

February 7, 1983

b6
b7C

James D. McKenzie
Assistant Director
FBI Academy
Quantico, Va. 22135

Dear Sir;

As you know we had the pleasure of having Agent Robert Ressler as one of the main instructors in our Homicide Investigation Institute at Yuba College in January 1983.

At the end of each class we have an evaluation instrument which students use to rate, both the course material and the instructors. As usual, the instructors as well as the course received an overall rating of very good, which is the highest rating possible. The written comments emphasized the high quality of the instructors, especially Agent Ressler.

Again, I would like to thank you for the continued cooperation we have received from the academy. Without this excellent input the class would not enjoy the high standard of excellence it receives now.

Looking forward to having the expertise of the Behavioral Science Unit as part of the June 83 Institute.

Sincerely,

[Redacted Signature]

Coordinator
Administration of Justice Dept.

JFB/vp

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67 NOT RECORDED

Amended by Ressler
per phone con. 3/6/83 m
Declined! mtr.

b6
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Searched _____
Serialized _____
Index _____
File _____

DANIEL G. WALKER
District Superintendent and President

ALGEO H. BRILL
Assistant Superintendent and Vice President

ROBERT J. CAREY
Assistant Superintendent for Business Services

GOVERNING BOARD OF TRUSTEES
Pres. Fred Sankey, Colusa

V-Pres. Ted George, Yuba City
Clerk John W. Pennebaker, Marysville

Eyvind M. Faye, Knight's Landing
Eileen Frye, Yuba City

V10

REC-143

November 4, 1982

[Redacted]
Director and Professor
School of Criminal Justice
College of Social Science
Baker Hall
Michigan State University
East Lansing, Michigan 48824

b6
b7C

Dear [Redacted]

I appreciate the thoughtful letter from you and [Redacted] in which you comment so favorably on the participation of Special Agents Ressler and [Redacted] in your seminar on the Investigation of Violent Death last September. I will certainly see that they have the benefit of your remarks and I know they will join me in thanking you and [Redacted] for your personal recognition.

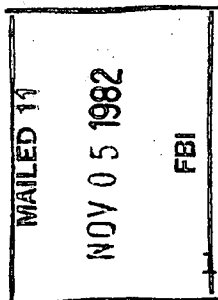
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With regard to your request for their participation in your seminar next year, they will be glad to do so if at all possible.

Sincerely yours,

151

William H. Webster
Director



- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SAs Robert K. Ressler and [Redacted] Note the request for participation in the seminar next year.
1 - 67-633303 (Robert K. Ressler) - Enclosure
1 - [Redacted] - Enclosure

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Exec AD Inv. _____
Exec AD LES _____
Asst. Dir.: _____
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Insp. _____
Intell. _____
Lab. _____
Legal Coun. _____
Off. Cong. & Public Affs. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Telephone Rm. _____
Director's Sec'y _____

10 DEC 28 1982

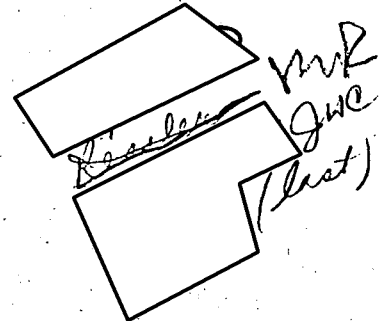
ecw



UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

In Reply, Please Refer to
File No.

P. O. Box 2058
Milwaukee, Wisconsin 53201
July 26, 1983



b6
b7C

Mr. James D. McKenzie
Assistant Director
Federal Bureau of Investigation
Quantico, Virginia

Dear Mr. McKenzie: *Jim*

At the recent Psychological Profiling School given by Supervisors Robert K. Ressler and [redacted] at the Milwaukee Police Department, there were over 50 agencies represented and 75 police officers in attendance.

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The Milwaukee Division has received many outstanding comments concerning the quality of this course and the caliber of the instructors.

Agents Ressler and [redacted] should be commended for their outstanding contribution to police training.

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Very truly yours,

Ernie

H. ERNEST WOODBY
Special Agent in Charge

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Searched.....
Serialized.....
Indexed.....
Filed.....
67-714-142

QT
FBI Academy
Quantico, Virginia 22135

May 10, 1983

Mr. Robert K. Ressler
Federal Bureau of Investigation
Quantico, Virginia

Dear Bob:

I have been made aware of your efforts in bringing [redacted] to the Academy on May 5, 1983, for the presentation of the first Erickson Award. It is my understanding that you drove to [redacted] picked them up, brought them to the Academy, and then returned to [redacted]. According to my best estimate, it means that you must have driven close to 600 miles in order to accomplish your mission, and probably did not get home until 1:00 or 2:00 a.m., the following morning.

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I want you to know that I appreciate your efforts and in particular, your attitude toward your work. I cannot help but think that [redacted] must have been terribly impressed, and this is in large measure because of your efforts.

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b7C

Thanks for a job well done.

Sincerely,

James D. McKenzie
Assistant Director

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Searched
Serialized
Indexed
Filed
67-714-141



Northeast Alabama Police Academy

JACKSONVILLE STATE UNIVERSITY

Jacksonville, Alabama 36265

205/435-3830

205/435-3250

ACTS 539-5245

PAUL HEADLEY
DIRECTOR

December 13, 1983

The Honorable William H. Webster
Director, Federal Bureau of
Investigation
10th & Pennsylvania Avenue
Washington D.C. 20535

Dear Mr. Webster:

On behalf of law enforcement officers from throughout our State and the Academy Staff, I take this opportunity to express to you our appreciation for the excellent cooperation we have received throughout the past year.

We are especially appreciative to Special Agent/Supervisor Robert Ressler and Special Agent [redacted] of the Behavioral Science Unit of the National Academy for conducting a recent Psychological Profiling Seminar in which officers from federal, state and local agencies attended.

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b7C

We also thank Special Agent in Charge Cecil Moses and Special Agent [redacted] of the Birmingham Office of the Federal Bureau of Investigation for their assistance in arranging the services of the Bureau and Special Agents Ressler and [redacted].

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b7C

We look forward to our continued fine relationship with the Bureau.

Sincerely,

Paul Headley
Paul Headley

67-633303-130
Searched..... Numbered 101
12 JAN 19 1984

PH/mh

SA Robert K. Ressler

67-633303 Div 2 N5M

SA [redacted]

SAC [redacted] Div 2 N5M

SA [redacted] N5M

SA [redacted] Birmingham

SA [redacted] Birmingham

ACK: MW: 1 ft

1-12-84

CORRESPONDENCE

b6
b7C

MICHIGAN STATE UNIVERSITY

COLLEGE OF SOCIAL SCIENCE • SCHOOL OF CRIMINAL JUSTICE
BAKER HALL

EAST LANSING • MICHIGAN • 48824

October 7, 1983

Hon. William Webster, Director
Federal Bureau of Investigation
J. Edgar Hoover Building
10th and Pennsylvania Avenue, NW
Washington, D.C. 20535

RCT
MICHIGAN STATE UNIVERSITY
COLLEGE OF SOCIAL SCIENCE
SCHOOL OF CRIMINAL JUSTICE
BAKER HALL
EAST LANSING, MICHIGAN 48824-1118

Dear Director Webster:

On behalf of the Michigan State University School of Criminal Justice and the E. W. Sparrow Hospital, Lansing, Michigan, we would like to express our appreciation to you for allowing Special Agents Robert Ressler and [redacted] of the Behavioral Sciences Unit to participate as instructors in the Fifth Annual "Forensic Pathology: The Investigation of Violent Death" seminar presented in Lansing on September 19-23, 1983. Their presentation was extremely well received this year--the topic of psychological profiling of mass murderers is quite important in any discussion of death investigation.

We plan to hold a sixth annual seminar next year during the week of September 10-14, 1984 and would very much like to have Agents Ressler and [redacted] back again to teach in it if it is convenient.

Please relay our appreciation to them and accept our thanks for your cooperation. We look forward to working with your organization in the future.

Sincerely yours,

[redacted]
Director
School of Criminal Justice

[redacted]
Chief of Staff
E. W. Sparrow Hospital

JAS/bbm

67-633303-129
Searched..... Numbered.....
10 NOV 14 1983

S/SA ROBERT K. RESSLER

TRAINING

67-633303

NS/M

S/SA

TRAINING

NS/M

Exec AD Adm. _____
Exec AD Inv. _____
Exec AD LES _____
Asst. Dir.:
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Intell. _____
Laboratory _____
Legal Coun. _____
Plan. & Insp. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Off. of Cong. & Public Affs. _____
Telephone Rm. _____
Director's Sec'y _____
FBI/DOJ

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FEDERAL BUREAU OF INVESTIGATION
PERFORMANCE APPRAISAL REPORT
 Cover Page

1. Payroll Name RESSLER ROBERT K	2. Office of Assignment 0211 D2-BEHAVIORAL-SCI														
3. Social Security Number 357-28-1755	4. Merit Pay Indicator M1 M3 M4 <u>M5</u> N8														
5. Position Title and Grade SUPERVISORY SPECIAL AGENT <i>GU14</i>	6. Overall Adjective Rating SUPERIOR														
7. Rating of Critical Element(s) <table style="width:100%; text-align: center;"> <tr> <td>S</td> <td>S</td> <td>S</td> <td>E</td> <td></td> <td></td> <td></td> </tr> <tr> <td># 1</td> <td># 2</td> <td># 3</td> <td># 4</td> <td>#</td> <td>#</td> <td>#</td> </tr> </table>		S	S	S	E				# 1	# 2	# 3	# 4	#	#	#
S	S	S	E												
# 1	# 2	# 3	# 4	#	#	#									
8. 7/28/83 Date															

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b7C

9. I am aware that my overall performance, if below the Fully Successful level, may be the basis for the denial of my within-grade/step increase and could also preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer.

This appraisal has been discussed with me and I ☐ do ☒ do not wish to respond. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to grieve it.

Signature of Employee

7/28/83
 Date

10. I have reviewed and approved this appraisal. ☐ See my comments attached.

Signature of Reviewing Official

8/1/83
 Date

11. I have reviewed the comments of my reviewing official with respect to my comments and/or any adjustments he/she made to this performance appraisal. I ☐ do ☐ do not wish to respond to this appraisal as adjusted by my reviewing official.

Initials of Employee

REC-101

67-633303-131	
Searched.....	Numbered.....
1 FEB 16 1984	

Date

12. Type of Appraisal

- A (☒) Annual - Type ☒ Regular
 P ☐ Presumptive
 C ☐ Conversion
- S () Special - Type ☐ Unacceptable
☐ Requested by FBIHQ
☐ Current Appraisal

PRAU USE ONLY
 Logged *Sm 58/19*
 Reviewed *Jan 8/25*
 Entered *Feb 8-31*
 Verified *Feb 9/6*
 Printout *Mar 9/7*

1 FEB 13 1984

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
COVER PAGE**

RECEIVED

AUG 19 2 47 PM 1983

Note: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form.

With the exception of signatures, initials, and dates, the information on this form is to be typewritten.

Preprinted form FD-593 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

PRAU
PERSONNEL SECTION
ASD

Items 1 - 3 Self-explanatory.

- Item 4 Circle one merit pay indicator. Merit pay indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. All other employees are excluded from merit pay and are properly shown as N8. Assignment of the appropriate merit pay indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.
- Item 5 Self-explanatory.
- Item 6 Complete item 7 before referring to the Combinations Table and the instructions for its use in Part I, Section 5, of the Manual of Administrative Operations and Procedures (MAOP) to determine the overall adjective rating (Unacceptable, Minimally Acceptable, Fully Successful, Superior or Exceptional) and record the appropriate rating.
- Item 7 Record the adjective rating assigned to each critical element on the Evaluation Page(s). List the ratings in ascending order (lowest to highest) from left to right and record the identifying number for each critical element under the appropriate adjective rating. This item is not to be completed for presumptive annual appraisals.
- Item 8 Rating official is to sign and date the appraisal before obtaining the employee's signature.
- Item 9 Employee is to check the appropriate box indicating whether he/she does or does not wish to respond to the appraisal and then sign and date the appraisal when presented to him/her. The employee may respond to the appraisal by setting forth his/her comments on plain white bond paper within 7 days. The employee may not respond to a conversion appraisal. If the employee refuses to sign or initial the appraisal, the rating official is to determine if a response will be forthcoming and document these facts in the space allowed for this item.
- Item 10 Following presentation to the employee, each appraisal must be reviewed at a higher level (except where there is no higher level official in the office) to assure consistency and fairness. The reviewing official must justify, with comments on plain white bond paper, any modification he/she makes to the appraisal. The reviewing official may not modify a conversion appraisal. If the employee responded to the appraisal, the reviewing official must address the employee's concerns and set forth the basis for his/her decision on plain white bond paper.
- Item 11 Complete this item only if the reviewing official commented on and/or adjusted the appraisal. If the appraisal was adjusted, the employee must be given another opportunity (7 days) to respond.
- Item 12 Record type of appraisal being submitted.

Refer to the MAOP, Part I, Section 5, for additional instructions on the completion of this form when issuing presumptive annual appraisals or converting special appraisals to annuals as well as for guidance on the Performance Appraisal System.

FEDERAL BUREAU OF INVESTIGATION
EVALUATION PAGE

1. Payroll Name of Employee

Ressler, Robert K.

2. Social Security Number

357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 1 as listed on the Plan.

Instructs Students: Prepares for and delivers instructional content to students through use of lecture, demonstration, or practical exercise in furtherance of unit training goals and objectives. Evaluates and counsels students to facilitate learning by the students.

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other _____4. Critical Element # 2 as listed on the Plan.

Conducts Research: Searches, reviews, analyzes literature and submits conclusions in furtherance of unit training goals and when applicable University of Virginia curriculum guidelines.

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other _____
Initials of Employee

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
EVALUATION PAGE**

NOTE: No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.

Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.

Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.

(a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.

(b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.

FEDERAL BUREAU OF INVESTIGATION
EVALUATION PAGE

1. Payroll Name of Employee	2. Social Security Number
Ressler, Robert K.	357-28-1755
3. Specify general nature of assignment during most of the appraisal period. A member of the Behavioral Science Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.	
4. Critical Element # <u>3</u> as listed on the Plan. <u>Organizational Cooperation and Liaison:</u> Supports unit and division goals in a cooperative effort with unit members and other individuals and entities inside and outside the FBI.	
5. Adjective Rating: ☐ Fully Successful ☒ Superior ☐ Other _____	

4. Critical Element # <u>4</u> as listed on the Plan. <u>Administers Assigned Programs and Projects; Consultation:</u> Directs and administers unit programs and projects as assigned. Provides consultation in ongoing investigative cases for federal, state and local law enforcement agencies and in Bureau administrative matters.
5. Adjective Rating: ☐ Fully Successful ☐ Superior ☒ Other <u>Exceptional</u>

During the rating period, SSA Robert K. Ressler, with little or no supervision, administered the Criminal Personality Research Project. SSA Ressler has continuously planned, monitored and organized the project, moving it closer to its goal of building a computerized data base matching crime scene variables with offender characteristics thereby improving the profiling process. He has managed the activities of the 55 field profile coordinators as they pertain to his project. Under his direction they have successfully identified, arranged for and completed interviews of six additional serial murderers. They have collected background information, police reports, crime scene photographs, autopsy photographs and reports, psychiatric reports, media coverage and submitted it for analysis to the Behavioral Science Unit. They have also completed the 57-page interview protocol on each offender. This data has been analyzed, classified and entered into the computer. SSA Ressler personally collected the data and conducted the interview of John Wayne Gacy, serial killer of 33 boys and young men in the Chicago area. In October, 1982, the research grant which had been submitted to the National Institute of Justice for (see attached sheet)

MR
Initials of Employee

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
EVALUATION PAGE**

NOTE: No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.

Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.

Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.

(a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.

(b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.

Robert K. Ressler
357-28-1755

Critical Element #4 (Continued)

\$128,000 was approved. This grant represents a considerable savings in capital outlay by the Bureau. It covers costs of consultant fees, data processing and clerical support, and all travel connected with the research project. It will provide funds for completion of the project by October, 1984. In December, SSA Ressler organized and conducted the first meeting of the Criminal Personality Research Project Advisory Board. Nationally recognized experts selected by SSA Ressler and agreeing to serve as members of the board include [REDACTED]

[REDACTED] The meeting was extremely successful with all members enthusiastically supporting the project. [REDACTED]

[REDACTED] asked for the FBI to take over administration and development of their programs. They expressed the need for the FBI to take a leadership role in coordinating various efforts on the state and local levels at dealing with violent crime. Following the advisory board meeting, SSA Ressler conducted several meetings at the FBI Academy of members of the Behavioral Science Unit and consultants. The purpose of the meetings was to incorporate information from the project into the profiling process and to begin to systematically identify those variables at a crime scene which give the profiler insight into the mind of the murderer. Lists of variables and offender characteristics are currently being prepared. The potential for training, publication and additional research is very great. Behavioral Science Unit consultants are preparing new research grants to study refinements in the profiling process. SSA Ressler has also provided valuable consultation in three cases during the rating period, and is working on seven others at the present time. The most remarkable was the MARMURS case during which the personality assessment furnished to Bureau Agents and U. S. Marshals predicted that the fugitive killer was suicidal in an unusual way in that he wanted to die in a shootout type confrontation with law enforcement officers. Two months later he died in that exact way in Arkansas.

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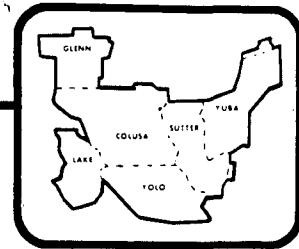
Yuba College

Yuba Community College District

North Beale Road & Linda Avenue

Marysville, California 95901

Telephone (916) 742-7351



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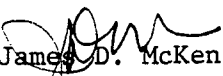
BEALE A.F.B.

WOODLAND

LAKE C(b6

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SERVICE CENTER

February 9, 1984


James D. McKenzie
Assistant Director
FBI Academy
Quantico, VA 22135

Dear Sir;

As you know Agent Robert Ressler was one of the main instructors again, in our Homicide Investigation Institute at Yuba College in January 1984.

As in years past, we have an evaluation instrument which students use to rate both the course material and the instructors. As usual, the instructors and the course itself received an overall rating of very good, which is the highest rating. The written comments from the students emphasized the high quality of the instructors, especially Agent Ressler.

Again, I would like to thank you for the continued cooperation we have received from the academy. Because of your cooperation, these classes continue to receive a high standard of excellence from the added information brought and presented by Agent Ressler.

Sincerely,


 Coordinator
Administration of Justice Dept.

JFB/mf

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PERSONNEL FILE
67 NOT RECORDED

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Searched.....
Serialized.....
Indexed.....
Filed.....
67-71462

DANIEL G. WALKER
District Superintendent and President
GOVERNING BOARD OF TRUSTEES
Pres. Fred Sankey, Colusa

ALGEO H. BRILL
Assistant Superintendent and Vice President
V-Pres. Ted George, Yuba City
Clerk John W. Pennebaker, Marysville
Grace Clement, Marysville

ROBERT J. CAREY
Assistant Superintendent for Business Services
Eyvind M. Faye, Knight's Landing
Eileen Frye, Yuba City
Nordstrom Johnson, Esparto

Mr. Paul Headley
Director
Northeast Alabama Police Academy
Jacksonville State University
Jacksonville, Alabama 36265

It was kind of you to write on December 13th and comment as you did regarding the seminar conducted by Special Agents Bessler and [redacted] and the assistance provided by Special Agent in Charge Moses and Special Agent [redacted] of our Birmingham Office in arranging this seminar.

b6
b7C

William H. Webster
Director

JAN 13 1984

FBI

Birmingham - Enclosure
Personal Attention SAC: Also bring to the attention of

SA [REDACTED]
Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SAs Robert K.

Exec AD Adm. _____ Personal Attention: ~~Bring~~ to the attention of SAs Robert K.
Exec AD Inv. _____ Ressler and [redacted]
Exec AD LES _____ [redacted]
Asst. Dir.: ① - 67-633303 (Robert K. Ressler) - Enclosure
Adm. Servs. _____ 1 - [redacted] - Enclosure
Crim. Inv. _____ 1 - [redacted]
Ident. _____ [redacted] Enclosure

NOTE: Mr. Headley is a graduate of the 80th Session. FBINA

(MN: 1ft (7))

Public Affs. W
 Rec. Mgnt. 1st
 Tech. Servs. 75
 Training 16
 Telephone 16
 Director's Sec'y 16 MAIL ROOM 16

- Quanto

FBI/DOJ

February 28, 1984

PERSONAL

Mr. Robert K. Ressler
Federal Bureau of Investigation
Quantico, Virginia

Dear Mr. Ressler:

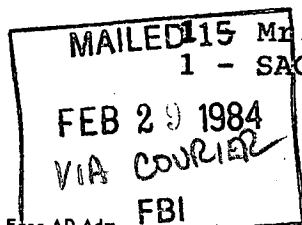
I am pleased to take this opportunity to commend you on your fine efforts in regard to the kidnaping/murder investigation of John Joseph Joubert.

The profile that you provided for the investigators use in this matter was very helpful, whereas the task force management self-initiated leads in the areas which would point toward the apprehension of an individual fitting the physical and mental characteristics you described. Your assumptions of the subject were very accurate and displayed great skill. The contributions that you provided were attributable to the gratifying results attained in this instance, and you have my profound thanks for a job well done.

Sincerely yours,

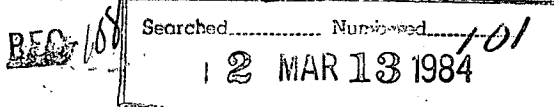
William H. Webster

William H. Webster
Director



Mr. McKenzie (Personal Attention)
1 - SAC, Omaha (For Your Information)

67-633303-132



Exec AD Adm. _____
Exec AD Inv. _____
Exec AD LES _____
Asst. Dir.:

Adm. Servs. _____ NMC (4) 67-633303

Crim. Inv. _____

Ident. _____ Based on FD-255 from SAC, Omaha to Director, 1/20/84

Insp. _____ with addenda of CID, 1/27/84, and ASD, 2/2/84, re _____

Intell. _____ and others, recommendation for Incentive Awards and

Lab. _____ letters of commendation.

Legal Coun. _____

Off. Cong. & _____

Public Affs. _____

Rec. Mgnt. _____

Tech. Servs. _____

Training _____

Telephone Rm. _____

Director's Sec'y _____

MAIL ROOM ☒

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FBI/DOJ

California Homicide Investigators Association

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29

March 21, 1984

Judge William Webster
Director, Federal Bureau
of Investigation
F.B.I. Building
Washington, D.C. 20535

Dear Judge Webster:

On March 7, 8, and 9, 1984, our Association held its annual training conference in Oakland, California. The conference was attended by 385 people, including homicide investigators, coroners and prosecutors involved in homicide cases. Although, this is a California Association, we also drew attendees from Hawaii, Nevada, Texas, and Louisiana.

Our speakers were a California Supreme Court Justice, a United States Attorney, and Federal, State and local law enforcement people involved in the investigation and prosecution of the crime of murder.

The largest segment of our program consisted of instruction by Special Agent Robert Resler of the Behavioral Science Unit of the F.B.I. Academy.

Addressing an audience of experienced, knowledgeable homicide people, he set the theme for the program and was in a very large way responsible for the success of the conference.

Robert Resler is an articulate, knowledgeable, forceful speaker who had something of substance to say. He discussed psychological profiling of murder suspects, upcoming programs on serial murders and the makeup, use, and resources of the Behavioral Science Unit.

✓ SA Robert K. Resler
67-633303
DU-2 nsm

67-633303-133	
Searched	Numbered
8 MAY 25 1984	

REC-110

ACK
4-8-84
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COPIES/LEADS

PERS. REC. UNIT

California Homicide Investigators Association

Our conference and Agent Resler's presentation were well covered by the news media. He was cooperative with the press and was able to satisfy their requests for information without disclosing those portions of your programs that should not be public knowledge.

I would like to thank you for making Special Agent Resler available to us and make you aware of his outstanding representation of your Agency.

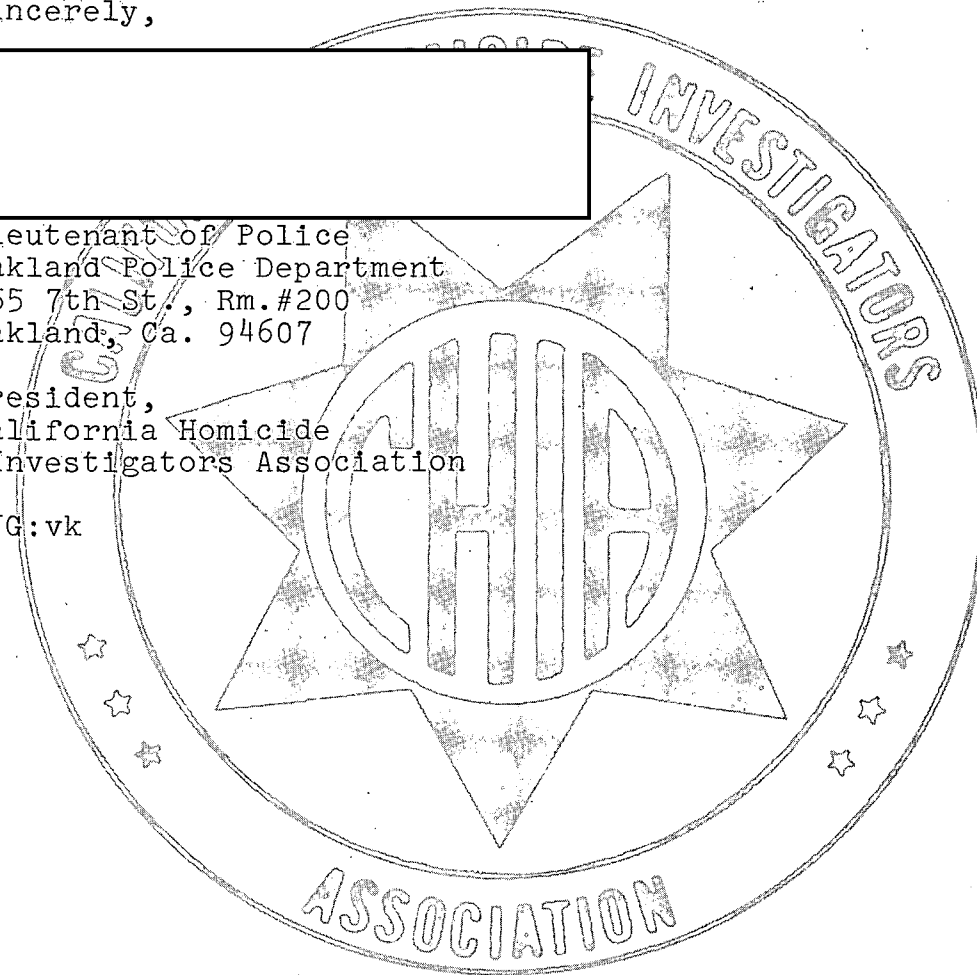
Sincerely,



Lieutenant of Police
Oakland Police Department
455 7th St., Rm. #200
Oakland, Ca. 94607

President,
California Homicide
Investigators Association

TJG:vk



b6
b7C

May 16, 1984

[redacted]
Professor
Criminal Justice Center
Sam Houston State University
Huntsville, Texas 77341

b6
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Dear [redacted]

Thank you for your letter of February 20th inviting Special Agent [redacted] and members of the Behavioral Science Unit of our Academy to the 1984 Interagency Workshop. This is to confirm our telephone calls that Special Agent [redacted] will make a presentation to that workshop on May 19th.

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I took note of your comments concerning your association with Special Agents [redacted] and Ressler and very much appreciate your commendation of their work. It will be my pleasure to share your remarks with them, for I know they will be grateful for them.

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Sincerely yours,

William H. Webster
William H. Webster
Director

- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SAs [redacted]
[redacted] Robert K. Ressler and [redacted]
1 - [redacted] - Enclosure
1 - 67-633303 (Robert K. Ressler) - Enclosure

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NOTE: There is nothing in Bufiles to preclude this letter. This invitation was telephonically handled on 4/6/84, 4/13/84, and 5/4/84 by SAs [redacted] SA [redacted] will be handle the presentation on 5/19/84.

MN:ddb (5)

46
67-NOT RECORDED
4 MAY 25 1984

CRIMINAL JUSTICE CENTER

Sam Houston State University
Huntsville, Texas 77341

(409) 294- 1644



February 20, 1984

Judge William H. Webster
Director
Federal Bureau of Investigation
J. Edgar Hoover Building
Washington, D.C. 20535

Dear Sir:

On behalf of Sam Houston State University and The Criminal Justice Center, I would like to invite Unit Chief [redacted] and members of the Behavioral Science Unit to take part in one of our most important annual events, The 1984 Interagency Workshop.

This 18-year-old workshop draws attendance from over 400 Criminal Justice students and practitioners every year. The broad purpose of the program is to present a dynamic "state of the art" of the entire criminal justice system from the point of view of professionals like [redacted] and members of The Behavioral Science Unit.

As the National Field Manager of the Missing/Abducted Children and Serial Murder Tracking and Prevention Program, I have worked closely with [redacted] and Special Agent Robert Ressler on the proposed National Center for the Analysis of Violent Crime (NCAVC). Their professionalism and important contribution to the organizational development of NCAVC has been exemplary and is certainly in keeping with the highest professional standards of the Federal Bureau of Investigation. In addition, the work The Behavioral Science Unit is doing in psychological profiling and crime scene analysis is very much "state of the art."

Because of this and other contributions to improving criminal justice, I am hoping you will approve our invitation to allow The Behavioral Science Unit to participate in The 1984 Interagency Workshop.

The Nineteenth Annual Interagency Workshop is scheduled for May 14-19, 1984 at The Texas Criminal Justice Center in Huntsville, Texas. In the hope of receiving your approval, I have tentatively reserved Wednesday, May 16, 1984 for The Behavioral Science Unit presentation.

wcd.

Handled telephonically on 4/6/84, 4/13/84, 5/4/84
SSA [redacted] will handle presentation

RJD/HOZ

Exec. AD-Adm. _____
Exec. AD-Inv. _____
Exec. AD-LES _____
Asst. Dir.:
Adm. Serv. _____
Crim. Inv. _____
Ident. _____
Insp. _____
Intell. _____
Lab. _____
Legal Coun. _____
Off. of Cong. & Public Aff. _____
Rec. Mgmt. _____
Tech. Serv. _____
Training *HOZ* _____
Telephone Rm. _____
Director's Sec'y _____

33 FEB 27 1984

17 FEB 27 1984

CORRESPONDENCE

Judge William H. Webster

Page two

Thank you for any consideration given this invitation. Should there be any questions, please feel free to call me at [REDACTED] or contact [REDACTED]

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Sincerely,

b6
b7C

Professor

MDM:mjw

cc: [REDACTED]

Mr. Burke 6/18

SUPERVISORY VACANCY REQUEST FORM

INSTRUCTIONS: Upon completion of Parts 1 - 9 of this form, Xerox two copies and send one directly to the division head advertising the vacancy, and the other copy to FBIHQ, Att.: Chairman, Career Board, Room 7142, either by routing slip or by enclosing form in a manila envelope. The original is to be submitted to your division head. Note on the bottom of the original that information copies have been sent direct.

To: Director, FBI Attn: *J. E. [unclear]* Chairman, Career Board, Room 7142

From: Assistant Director, Training Division (Quantico)
(Title of Division Head)

Subject: CAREER DEVELOPMENT VACANCY

Assistant Director, Intelligence Division (Liaison Unit)
(Title of Field/Hq Division Advertising Vacancy)

Liaison Unit
(Squad or Unit)

Supervisory Special Agent ROBERT K. RESSLER

(Name of Agent Applying)

Reference Notice of Vacancy: GM 15, Legat, London, England; Career
(Title of communication advertising vacancy). Development Program.

1. EOD: Feb. 2, 1970
2. Education (Year/Field of Study): 1962 - B.S. 1967 - M.S. Law Enforcement Admin.
3. EOD Current Division: July 8, 1974
4. EOD FBIHQ (Division, Section, Unit): May 1, 1974
5. Relief Supervisor (Date approved): Behavioral Science Unit, Quantico appx. 1980
- MAP (Date of attendance): N/A
6. Previous Assignments (Identify divisions, dates of assignment and work specialty, i.e., WCC, FCI, OC, General Property, etc.):

Division	Begin/End Date	Work Specialty
Chicago	70/06/01 - 70/10/01	Sel Ser. Gen Criminal
New Orleans	70/10/01 71/10/01	ITSP, ITSMV, CHS, GP, Gen Criminal
Cleveland	71/10/01 74/04/01	OC, GC, ITOM
Assoc Dir 0	74/05/01 74/07/01	National Academy Counselor
02 BSU	74/07/08 present	Headquarters Supervisor - Instructor

*See memo J. E. [unclear]
to Director 6/29/84*

7. Bureau Specialties (i.e., SWAT, Police Instructor, Specialized In-Service, etc.): Police Instructor
(FBI Academy), Hostage Negotiator, Psychological Profiling Specialist
Criminal Personality Research Program Coordinator

NOT RECORDED
JUL 3 1984

(Continued on Page 2.)

8. **Pre-FBI Experience:** From 1957 to 1959 served as enlisted man in Okinawa with U.S. Army. From 1959 - 1962 completed education. From 1962 - 1970 served as Military Police Officer in the U.S., Europe and S.E. Asia as a Provost Marshal, Criminal Investigation Officer (CID), and MP Operations & Intelligence Officer. Completed Basic MP School, Advanced MP Course, CID Supvr. Course, and Command and General Staff College. Discharged in 1970 at the rank of Major. Currently hold the rank of Colonel in the standby reserves. Decorations: Army Commendation Medal, 1 Oak Leaf Cluster, GCM, Army Reserve medal, Veit Nam Service, National Defense Medal & Viet Nam Campaign Medal. Lived in Germany 3 years, S.E. Asia 3 years working with embassies & police.

9. **Concise narrative of investigative experience (highlight investigative duties and accomplishments). Limit to space below:**

Entered on duty in Chicago in 1970, worked general criminal and selective service matters. Second office, New Orleans, worked general criminal matters. During one year in N.O. Division, (of 91 agents in HQ City) SA Ressler placed 6th in convictions, 6th in apprehensions, 4th in apprehension assists, 3d in car recoveries, 7th in Fines Savings & Recoveries and 18th place in cases opened and closed. Received 3 Directors commendations and Outstanding rating. Worked 3½ years in Cleveland on Organized Crime and General Criminal matters including ITOM, ITAR Prostitution, WSTA, etc. During this period SA Ressler broke a major prostitution ring, bringing a major Cleveland Crime figure to trial. After he was incarcerated, SA Ressler continued the investigation to solve a 1969 contract killing of the wife of a Cleveland area municipal judge, resulting in the new conviction of the previous subject, the judge and two others. This case brought considerable favorable publicity to the Cleveland Division which is still in the news today. During this assignment, SA Ressler received numerous commendations including an Outstanding rating and Director's commendation and cash award. Served as a National Academy Counselor in 1974 and appointed an Supervisory Special Agent two months later. SSA Ressler has served with the FBI Academy in the Behavioral Science Unit since that time as an instructor in criminal psychology, criminology, hostage negotiations. He was one of the primary innovators of the current Criminal Personality Profiling Program and the sole innovator of the Criminal Personality Research Project. These two programs constitute the basis of the newly formed National Center of the Analysis of Violent Crime and the Violent Criminal Apprehension Program. Through his extensive liaison contacts and by serving as the FBI's representative on the DOJ VICAP Task Force, SA Ressler directly contributed to the development and success of the formulation of these programs. His work generated considerable favorable publicity for the FBI on this project. During his 14 years of service SSA Ressler received 3 Outstanding and 1 Exceptional ratings (two cash awards) 7 Director Commendations, 53 Commendations through the Director, 38 Commendations through the SAC or AD and 36 Commendations sent directly. SSA Ressler holds faculty status with Univ of Virginia and with Univ of Pennsylvania. He is co-principle investigator on two DOJ grants totaling near 1 million dollars and has published numerous articles.

10. **DIVISION HEAD COMMENTS** (To be used when reviewing completed form. Initial off if candidate is being recommended. Comments are optional. However, if you cannot recommend the candidate you are instructed to state reason, i.e., NOT QUALIFIED FOR ADVERTISED POSITION, NEEDS MORE FIELD EXPERIENCE, NOT IN DIVISION LONG ENOUGH TO EVALUATE, ETC.):

NOTE: Information copies sent to AD Intelligence (Liaison Unit) and FBIHQ, attn Chairman, Career Board

June 4, 1984

Mr. William E. Crosier
Chief of Police
36700 Euclid Avenue
Willoughby, Ohio 44094

Dear Chief Crosier:

It was thoughtful of you to write on May 18th to apprise me of your high regard for the efforts of Special Agent in Charge Griffin and Special Agent [redacted] in arranging an Applied Criminal Psychology seminar for your Department. Your commendation of Special Agent Ressler for his work as an instructor is also appreciated. I know these men are as grateful as I am for your remarks and would want me to add their thanks to mine for your courtesy in writing.

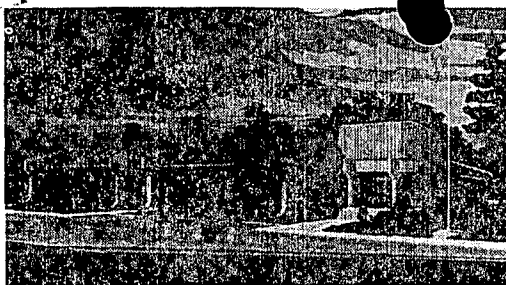
Sincerely yours,

William H. Webster
Director

- 1 - Cleveland - Enclosure
Personal attention SAC: Also bring to the attention of SA [redacted]
- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SA Robert K. Ressler
- 1 - [redacted] - Enclosure
- ① - 67-633303 (Robert K. Ressler) - Enclosure

NOTE: Chief Crosier is a graduate of the 109th Session, FBINA.
MN/mn (6)

67-NOT RECORDED
JUL 10 1984



WILLIAM E. CROSIER
Chief of Police

ERIC R. KNUDSON
Mayor-Safety Director

City of Willoughby

POLICE DEPARTMENT

36700 EUCLID AVENUE, WILLOUGHBY, OHIO 44094

(216) 951-1604

951-1601 - Detective Bureau

May 18, 1984

Director William H. Webster
Federal Bureau of Investigation
Department of Justice
Washington, D.C. 20535

Dear Sir:

This past week, May 15 through 18, 1984, we hosted at our department a seminar in Applied Criminal Psychology for approximately 80 students from law enforcement agencies across the State of Ohio.

I just wanted you to know that your Cleveland office through the efforts of Special Agent in Charge Joseph Griffin and the training coordinator, Special Agent [REDACTED] worked very hard to make the program the success that it was.

The instructor, Special Agent Robert K. Ressler, was certainly one of the most knowledgeable and dynamic instructors that we have ever had the privilege to hear. As a graduate of the 109th Session of the FBI Academy, I had earlier been exposed to Special Agent Ressler's talents and looked forward to meeting with him again. Special thanks to you and all of your staff for making this educational experience possible.

If we can ever be of any assistance in any matter of mutual concern, please do not hesitate to contact us.

Sincerely yours,

William E. Crosier
Chief of Police

WEC:ds

cc: Special Agent in Charge Joseph Griffin
Cleveland Office

Special Agent Robert K. Ressler
Behavioral Science Unit
F.B.I. National Academy

CORRESPONDENCE
PERS. REC. UNIT

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*File
NW*

UNIVERSITY of PENNSYLVANIA

PHILADELPHIA 19104

School of Nursing

Nursing Education Building/S2
(215) 898-8281

3 May, 1984

Mr. Robert K. Ressler
Behavioral Science Unit
FBI Academy
Quantico, VA 22135

Dear Mr. Ressler:

I am happy to offer you an appointment as a Senior Fellow in the Academic Support Staff of the School of Nursing at the University of Pennsylvania working with [redacted] on the research project funded by the Department of Justice entitled, "Possible Linkages Between Sexual Abuse and Exploitation of Children and Juvenile Delinquency, Violence and Criminal Activity" (84-JN-AX-K010). Your appointment is unsalaried, and it extends for the period 1/1/84 to 12/31/85. This appointment entitles you to a University Faculty ID and use of library facilities.

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Primary areas of responsibility are for you to coordinate the transfer of interview forms from [redacted] authorize payments for travel and expenses, assist in interpretation of data, and other responsibilities as outlined by [redacted].

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If after reading this letter you find these conditions acceptable, please signify your acceptance by signing the original of this letter, completing the enclosed forms, and returning both in the enclosed envelope in two weeks.

I am very pleased that you will be working with [redacted] and I look forward to meeting you very soon.

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b7C

Sincerely,

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67 NOT RECORDED

[redacted]
Acting Dean

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SIGNATURE _____

DATE _____

Searched.....
Serialized.....
Indexed.....
Filed.....
67-744-76

Copy - R.R.R.

UNIVERSITY of PENNSYLVANIA

PHILADELPHIA 19104

School of Nursing

Nursing Education Building/S2
(215) 898-8281

December 6, 1983

[redacted]
Section Chair, Psychiatric
Mental Health Nursing
School of Nursing
University of Pennsylvania
Philadelphia, PA 19104

b6
b7C

Dear [redacted]

In anticipation of a January 1, 1984 funding date for the Department of Justice grant, "Possible Linkages Between Sexual Abuse and Exploitation of Children and Juvenile Delinquency, Violence and Criminal Activity," I am writing to request Academic Support Staff appointments for the six special agents from the FBI Academy in Quantico, Virginia. The objectives of this two year proposal include the following:

1. To develop a statistical model which assists in differentiating those juveniles who are at increased risk for chronic sexual exploitation, victimization, abuse and/or violence, from those who have been victimized to break the pattern of victimization, and from those who identify with the aggressor and commit victimizing acts against others.
2. To develop a statistical model comprised of characteristics describing the behavioral, cognitive and social histories of child molesters, serial rapists and juvenile-aged murderers which are associated with certain forms of increased delinquency. This model will be used prospectively to profile juveniles and to estimate the probability of their increasing delinquency and serious violent behavior and alternately, to characterize types of sexual offenses and connect these to offender profiles.

This study can only be done with the research and academic capabilities of the special agents from the Behavioral Science Unit of the FBI Academy. Thus, I am requesting the following appointments.

Senior Fellow

[redacted] Chief, Behavioral Science Unit
Robert R. Ressler, Supervisory Special Agent

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Senior Investigator

[redacted] Supervisory Special Agent
[redacted] Supervisory Special Agent
[redacted] Supervisory Special Agent
[redacted] Supervisory Special Agent

The agents all have terminal professional degrees in their field of criminal investigative behavioral science. These agents are the leading experts in the area of interrogation and criminal profiling--two very promising areas of

investigative tools. The scientific study of the pioneering efforts of the work in criminal investigation is crucial in three major areas:

1. understanding human behavior and patterns of belief and responses under circumstances of aggression;
2. faster apprehension of criminal suspects;
3. victim and crime prevention.

The curriculum vitae of the agents clarify their academic qualifications as well as field investigative experiences, teaching and research backgrounds.

I recommend the six special agents for appointment based on their expertise in their specialized academic area of criminal investigative behavioral science.

Sincerely,



van Ameringen Professor of Psychiatric
Mental Health Nursing

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8/

April 4, 1984

Lieutenant [redacted]
Oakland Police Department
Room 200
455 Seventh Street
Oakland, California 94607

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b7C

Dear Lieutenant [redacted]

It was kind of you to write on behalf of the California Homicide Investigators Association regarding the presentation of Special Agent Ressler at your recent annual training conference. I am sure he enjoyed being with you, and it will be a pleasure to bring your comments to his attention. I know your praise of his participation will mean a great deal to him and that he will join me in thanking you.

Sincerely yours,

William H. Webster

William H. Webster
Director

1 - San Francisco - Enclosure

1 - Mr. McKenzie - Enclosure

Personal Attention: Bring to the attention of SA Robert K. Ressler.

① - 67-633303 (Robert K. Ressler) - Enclosure

NOTE: Bufiles contain no record of correspondent.

CAM:rff (5)

Exec AD Adm. _____
Exec AD Inv. _____
Exec AD LES _____
Asst. Dir.:
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Insp. _____
Intell. _____
Lab. _____
Legal Coun. _____
Off. Cong. &
Public Affs. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Telephone Rm. _____
Director's Sec'y _____

MAIL ROOM

53
2 DEC 20 1984
WMB
ANT

cam

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE APPRAISAL REPORT

Cover Page

1. Payroll Name <u>RESSLER ROBERT K</u>	2. Office of Assignment <u>O211 D2-BEHAVIORAL-SCI</u>
3. Social Security Number <u>357-28-1755</u>	4. Merit Pay Indicator <u>M5</u>
5. Position Title and Grade <u>SUPERVISORY SPECIAL AGENT</u> GM 14 78-FO-713	6. Overall Adjective Rating <u>Exceptional</u>

7. Rating of Critical Element(s)

ES	ES	SE	E			
# <u>31</u>	# <u>42</u>	# <u>3</u>	# <u>4</u>	#	#	#

8. 7/18/84
Date

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9. I am aware that my overall performance, if below the Fully Successful level, may be the basis for the denial of my within-grade/step increase and could also preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer.

This appraisal has been discussed with me and I ☐ do ☒ do not wish to respond. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to grieve it.

Robert K. Ressler
Signature of Employee

7/20/84
Date

10. I have reviewed and approved this appraisal. ☐ See my comments attached.

James P. Roman
Signature of Reviewing Official

7/20/84
Date

11. I have reviewed the comments of my reviewing official with respect to my comments and/or any adjustments he/she made to this performance appraisal.

I ☐ do ☐ do not wish to respond to this appraisal as adjusted by my reviewing official.

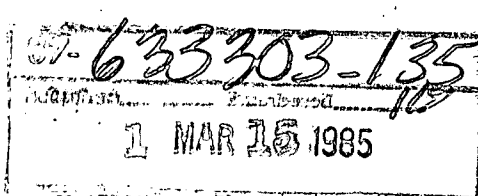
Initials of Employee

Date

12. Type of Appraisal

- A (X) Annual - Type ☒ Regular ☐ Presumptive ☐ Conversion
- S () Special - Type ☐ Unacceptable ☐ Requested by FBIHQ ☐ Current Appraisal

90
REC-142



PRAU USE ONLY
Logged 5/27/85
Reviewed 5/27/85
Entered 5/27/85
Verified 5/27/85
Printout 5/27/85

5 MAY 21 1985

PPJTF. 1-4M

THREE

INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
COVER PAGE

RECEIVED

JUL 27 1 33 PM 1984

PRAU
PERSONNEL SECTION
ASD

Note: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form.

With the exception of signatures, initials and dates, the information on this form is to be typewritten.

Preprinted form FD-593 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

Items 1 - 3 Self-explanatory.

Item 4 Circle one merit pay indicator. Merit pay indicator M1, M3, M4 OR M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. All other employees are excluded from merit pay and are properly shown as N8. Assignment of the appropriate merit pay indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 before referring to the Combinations Table and the instructions for its use in Part 1, Section 5, of the Manual of Administrative Operations and Procedures (MAOP) to determine the overall adjective rating (Unacceptable, Minimally Acceptable, Fully Successful, Superior or Exceptional) and record the appropriate rating.

Item 7 Record the adjective rating assigned to each critical element on the Evaluation Page(s). List the ratings in ascending order (lowest to highest) from left to right and record the identifying number for each critical element under the appropriate adjective rating. This item is not to be completed for presumptive annual appraisals.

Item 8 Rating official is to sign and date the appraisal before obtaining the employee's signature.

Item 9 Employee is to check the appropriate box indicating whether he/she does or does not wish to respond to the appraisal and then sign and date the appraisal when presented to him/her. The employee may respond to the appraisal by setting forth his/her comments on plain white bond paper within 7 days. The employee may not respond to a conversion appraisal. If the employee refuses to sign or initial the appraisal, the rating official is to determine if a response will be forthcoming and document these facts in the space allowed for this item.

Item 10 Following presentation to the employee, each appraisal must be reviewed at a higher level (except where there is no higher level official in the office) to assure consistency and fairness. The reviewing official must justify, with comments on plain white bond paper, any modification he/she makes to the appraisal. The reviewing official may not modify a conversion appraisal. If the employee responded to the appraisal, the reviewing official must address the employee's concerns and set forth the basis for his/her decision on plain white bond paper.

Item 11 Complete this item only if the reviewing official commented on and/or adjusted the appraisal. If the appraisal was adjusted, the employee must be given another opportunity (7 days) to respond.

Item 12 Record type of appraisal being submitted.

Refer to the MAOP, Part 1, Section 5, for additional instructions on the completion of this form when issuing presumptive annual appraisals or converting special appraisals to annuals as well as for guidance on the Performance Appraisal System.

FEDERAL BUREAU OF INVESTIGATION
EVALUATION PAGE

1. Payroll Name of Employee

Ressler, Robert K.

2. Social Security Number

357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 1 as listed on the Plan.

INSTRUCTS STUDENTS: Prepares for and delivers instructional content to students through use of lecture, demonstration, or practical exercise in furtherance of unit training goals and objectives. Evaluates and counsels students to facilitate learning by the students.

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other4. Critical Element # 2 as listed on the Plan.

CONDUCTS RESEARCH: Searches, reviews, analyzes literature and submits conclusions in furtherance of unit training goals and when applicable University of Virginia curriculum guidelines.

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other

RWR
Initials of Employee

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
EVALUATION PAGE**

NOTE: No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.

Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.

Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.

- (a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.
- (b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.

FEDERAL BUREAU OF INVESTIGATION
EVALUATION PAGE

1. Payroll Name of Employee	2. Social Security Number
Ressler, Robert K.	357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects and/or furnishing consultation.

4. Critical Element # 3 as listed on the Plan.

ORGANIZATIONAL COOPERATION AND LIAISON: Supports unit and division goals in a cooperative effort with unit members and other individuals and entities inside and outside the FBI.

5. Adjective Rating: ☐ Fully Successful ☐ Superior ☐ Other Exceptionalb6
b7C
b7D

SSA Robert K. Ressler, with minimum supervision, accepted and completed in a timely fashion all routine assignments and regularly accepted additional and unanticipated assignments. As well as instructional assignments, he regularly handled special correspondence, meetings and tours. He participated in a briefing of the Federal Executive Institute, General Cromartie, CID and his staff, and conducted the briefing for [REDACTED]

[REDACTED] SSA Ressler represented the Behavioral Science Unit, the Training Division, and the FBI in a most professional manner during interviews with both the printed and electronic media. The most notable example being the intensive interview conducted for the one hour documentary on serial murderers for HBO entitled "Murder: No Apparent Motive". This video tape was shown to the FBI Executive Conference at FBI Headquarters as part of a briefing conducted by SSA Ressler on the serial murderer personality. SSA Ressler maintained an extremely impressive network of professional contacts for the FBI. He has cultivated close personal associations with leaders in the fields of criminology, psychology, and forensic psychiatry. These individuals have furnished a great deal of valuable information and assistance to the Behavioral Science Unit toward meeting Behavioral Science Unit and Training Division goals and objectives. They provided expertise in areas (CONTINUED ON NEXT PAGE)

4. Critical Element # 4 as listed on the Plan.

ADMINISTERS ASSIGNED PROGRAMS AND PROJECTS; CONSULTATION: Directs and administers unit programs and projects as assigned. Provides consultation in ongoing investigative cases for federal, state and local law enforcement agencies in Bureau administrative matters.

5. Adjective Rating: ☐ Fully Successful ☐ Superior ☒ Other Exceptional

SSA Robert K. Ressler administered the Criminal Personality Research Project and assisted in the development and administration of numerous meetings leading to the establishment of the National Center for the Analysis of Violent Crime in an exceptional manner with little or no supervision. The interviews of 36 notorious murderers were completed and the data captured on the 57 page research instrument for each offender has been analyzed. Preparations are underway for publishing a book reporting the findings. Deputy Assistant Director and SSA Ressler has had meetings with representatives of MacMillan Publishing Company and they have expressed a great deal of interest in publishing a series of books on violent crime topics to be authored and edited by members of the Behavioral Science Unit and consultants. SSA Ressler has been assigned as program manager for the Behavioral Science Unit - National Center for the Analysis of Violent Crime Research Program. It was he who began to conduct empirical behavioral science research from the law enforcement perspective and he presently supervises the Behavioral Science Unit research efforts in violent crime topics. He and his consultant, [REDACTED] SSA [REDACTED] and SSA [REDACTED] have secured \$800,000 in grants from the Office of Juvenile Justice and Delinquency Prevention (OJJDP) to conduct research into the three areas of (CONTINUED ON NEXT PAGE)

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Rm
Initials of Employee

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
EVALUATION PAGE**

NOTE: No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.

Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.

Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.

(a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.

(b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.

Robert K. Ressler
SSN-357-28-1755
Critical Element #3 (Continued)

such as research, publications, training and case consultation. They include such persons as [REDACTED]

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[REDACTED] These individuals also provide opportunities for growth, achievement and exposure for all Behavioral Science Unit members by opening doors to professional organizations and publications. SSA Ressler maintains membership with the American Correctional Association, the Law Enforcement Hypnosis Institute, the Reserve Officers Association of the United States, and is a Senior Fellow, University of Pennsylvania School of Nursing. During the rating period, SSA Ressler has worked in an extremely diplomatic and cooperative way with members of the Behavioral Science Unit, consultants and professional contacts in order to gain the support of the Office of Juvenile Justice and Delinquency Prevention, the National Institute of Justice and the Office of Justice Assistance, Research and Statistics, in the conceptualization and development of the National Center for the Analysis of Violent Crime. From the initial meeting at Sam Houston State University in July of 1983, to the signing of the interagency agreement on June 6, 1984, transferring \$1,700,118 to the FBI for the establishment of the National Center for the Analysis of Violent Crime, SSA Ressler has applied his skills, experience, dedication and enthusiasm to every step of the way. Other unit benefits accruing from SSA Ressler's professional contacts are as follows:

SSA Ressler and Unit Chief [REDACTED] have been named consultants and Advisory Board members to a National Institute of Justice Research grant of \$399,409 awarded to [REDACTED] on "Violence and Mental Disorder: The Choice of Public Figures as Victims".

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SSA Ressler and Unit Chief [REDACTED] were appointed as Senior Fellows and SSA's [REDACTED] were appointed as Fellows to the faculty of the University of Pennsylvania School of Nursing.

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Robert K. Ressler
SSN - 357-28-1755
Critical Element #4 (Continued)

the serial rapist, the child molester, and children who kill. The information obtained from this research will also be used to build the data banks of the National Center for the Analysis of Violent Crime. Furthermore, a grant proposal has been submitted to the National Institute of Justice for \$234,559 to accomplish Phase II and Phase III of the initial Criminal Personality Research Project. Phase II involves the analysis of Behavioral Science Unit sexual homicide cases currently on file to identify crime scene and MO variables which are critical to profiling. Phase III involves an analysis of the profiling process to produce a step-by-step profiling technique which will result in a training program. SSA Ressler will work in cooperation with SSA [redacted] on this project. The importance of this work cannot be over emphasized in that it has the potential to revolutionize conventional homicide investigation techniques. SSA Ressler has participated in and conducted meetings which have led to the establishment of the National Center for the Analysis of Violent Crime. In July, 1983, he and Unit Chief [redacted] made a presentation on the work of the Behavioral Science Unit to a multiagency group at Sam Houston State University. That group unanimously recommended the establishment of the National Center for the Analysis of Violent Crime to include the Violent Criminal Apprehension Program (VI-CAP) at the FBI Academy at Quantico. SSA Ressler chaired a VI-CAP Committee to develop unsolved homicide reporting forms. After several meetings, those forms have been developed and are now being finalized. These forms will be used by law enforcement agencies to report unsolved homicides to the National Center for the Analysis of Violent Crime (NCAVC). VI-CAP personnel will analyze them and computerize them. The completion of this form represents a significant accomplishment and a major step toward the goal of a fully operational NCAVC. SSA Ressler has also provided valuable consultation in 9 cases during the rating period. His profiling and consultation assistance in the Danny Joe Eberle and John Joseph Joubert kidnapping/murder cases directly assisted in the identification of a suspect who was arrested and convicted of charges of first degree murder. SSA Ressler received a letter of commendation from Judge Webster for his work in this matter. SSA Ressler organized and conducted a two week in-service for Special Agent field profile coordinators in March - April, 1984. This in-service brought veteran profile coordinators up to date on Behavioral Science Unit functions and furnished them with detailed information on the NCAVC. One week of the in-service was designed to train new field profile coordinators for those offices which had none due to transfer, etc. This in-service was extremely successful and the value of these field profile coordinators has been invaluable in facilitating the delivery of Behavioral Science assistance to field divisions in major cases.

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File MR



AMERICAN ACADEMY of PSYCHIATRY & the LAW

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KATHY L. SMITH

ADDRESS ALL REPLIES TO:
1211 Cathedral Street
Baltimore, Maryland 21201

October 30, 1984

Mr. Robert Ressler
Behavioral Sciences Unit
FBI Academy
Quantico, VA 22135

Dear Mr. Ressler:

I am in receipt of the letter from Dr. James Cavanaugh recommending that you be put on our list of "Friends of AAPL". I am delighted to do so. I have heard your presentations at AAPL meetings and have been quite impressed by the contribution you have to make to our education, and the potential you have for collaboration with Forensic Psychiatrists. At this point, "Friends of AAPL" receive the AAPL Newsletter at no cost. You will also receive the registration information for our annual meetings. Should you wish to subscribe to the AAPL Bulletin, please notify the Central Office. The annual subscription is currently \$25.

By sending a copy of this letter to [redacted] in the AAPL Central Office, I am asking that she place you officially on the "Friends of AAPL" list and add your name to the Newsletter list.

Best regards,



PJR/tt

cc: [redacted]

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U. S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

Office of the Director

Washington, D.C. 20535

MARCH 20, 1985

0
MR. ROBERT K. RESSLER
TRAINING DIVISION
FBI ACADEMY QUANTICO, VA 22135

DEAR MR. RESSLER:

Enclosed is a check as monetary recognition of your EXCEPTIONAL performance as a General Merit employee for the past appraisal period. The cash value of your performance award is \$536.00. Your distinguished performance during this time has significantly contributed to the accomplishments of the FBI's mission.

Sincerely yours,

William H. Webster
Director

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3/djs

✓
1 JUL 5 1985

September 27, 1985

James D. McKenzie
Assistant Director
Federal Bureau of Investigation
Quantico, Virginia

Dear Jim:

I have read the August, 1985, issue of the FBI Law Enforcement Bulletin and discussed it with the editor who advised me of the work on this issue done by SA Robert K. Ressler and others in the Behavioral Science Unit at the FBI Academy. I want to commend SA Ressler and all of those in your division responsible for this fine issue.

The issue of Violent Crime and the National Center for the Analysis of Violent Crime are important ones today, and I was glad to see the research done by your people brought to the attention of Bulletin readers. This cooperation between your personnel and the Bulletin staff will serve the law enforcement community very well. Please extend my congratulations for a job well done to all those involved.

Sincerely,

William M. Baker
Assistant Director

- 1 - Mr. Deakin
① - Personnel file of SA Robert K. Ressler

TJD:msb (4)

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WYOMING LAW ENFORCEMENT ACADEMY

PHONE 358-3617 • 1556 RIVERBEND DRIVE • DOUGLAS, WYOMING 82633-2060

ERNEST L. JOHNSON
DIRECTOR

August 7, 1985

William H. Webster, Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D.C. 20535

Dear Sir:

I want to take this opportunity to express the appreciation of the Wyoming Law Enforcement Academy for the excellent job Special Agent Robert K. Ressler did in instructing "Criminal Psychology" on July 29 - August 2, 1985. ✓

S/A Ressler's knowledge of the subject matter is outstanding. His course of instruction provided the attending officers with new insights into the investigation of criminal activities and behavior. S/A Ressler was very professional in his presentation and a credit to the Federal Bureau of Investigation.

Very truly yours,

[Redacted Signature]

[Redacted Name] Staff Instructor
Wyoming Law Enforcement Academy

xc: William Gavin, SAC - Denver
S/A Robert K. Ressler

67-633303-138
9 OCT 16 1985
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ACK
BAM:yx
8/29/85

CORRESPONDENCE
PERS. UNIT

August 29, 1985

[Redacted]
Staff Instructor
Wyoming Law Enforcement Academy
1556 Riverbend Drive
Douglas, Wyoming 82633

Dear [Redacted]

It was very thoughtful of you to write on August 7th to commend Special Agent Robert Ressler for his instruction in the "Criminal Psychology" course, which was attended by members of your academy. I am glad you found his efforts noteworthy and I am sure he joins me in thanking you for writing.

Sincerely yours,

William H. Webster

William H. Webster
Director

- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SA Robert K. Ressler.
① - 67-633303 (Robert K. Ressler) - Enclosure

NOTE: Bufiles contain nothing to preclude this letter.

BHM:cft (4)
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MAIL ROOM ☒

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Public Affs. _____
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Training _____
Telephone Rm. _____
Director's Sec'y _____

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STRATHCLYDE POLICE

ANDREW K. SLOAN QPM BA
Chief Constable

Honourable William Webster
Director
Federal Bureau of Investigation
J Edgar Hoover Building
Washington DC
USA

Police Headquarters
173 Pitt Street
GLASGOW
G2 4JS

Switchboard 041-204 2626
Direct Line 041-227

Your ref.

Our ref. PERS/MDC/EH

Date 2 October 1985

Dear Sir

INSPECTOR [REDACTED]

Inspector [REDACTED] has recently returned from a visit to the United States of America during which he studied crime investigation techniques under the sponsorship of the Winston Churchill Travelling Fellowship 1985.

During his visit, Inspector [REDACTED] attended the FBI Academy, Quantico, where he gained valuable knowledge from the Behavioural Science Unit and a course in Sexual Exploitation of Children Investigation.

Inspector [REDACTED] has commented most favourably upon the extraordinary efforts made by the Academy Staff, more particularly Special Agents Robert K. Ressler and [REDACTED] who ensured that his time was put to best effect.

Please express my appreciation to your Academy staff and thank them for their efforts which contributed to the success of Inspector [REDACTED] visit.

Yours faithfully

[REDACTED]
Assistant Chief Constable

67-633303-139	
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ACIC
10-29-85

RESPONSE
FELS. (C) UNIT

Memorandum



To : All Unit Chiefs & Supervisors Date 10/16/85

From : J. D. McKenzie *[Signature]*

Subject : **INTERPOL
54TH GENERAL ASSEMBLY
TOUR OF THE FBI ACADEMY
SATURDAY, 10/5/85**

I wish to extend my sincere thanks to the numerous Academy staff members whose combined efforts made the tour of our facilities by Interpol's 54th General Assembly Session an outstanding success. This significant achievement would not have been possible without the enthusiastic support and professional performance of those involved. The Interpol representatives were most impressed with their day at Quantico and that can only increase their respect for the FBI.

Please insure that this memorandum along with the attached copy of Director Webster's letter are seen by the members of your staff who contributed to the captioned event and that copies are placed in their personnel files.

Enclosure

J
① Personnel file of Robert Ressler

Distribution List C

RLK:dsl

RLK

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67-714-74



U.S. Department of Justice

Federal Bureau of Investigation

Office of the Director

Washington, D.C. 20535

October 8, 1985

Mr. James D. McKenzie
Federal Bureau of Investigation
Quantico, Virginia

Dear Jim,

Through you I would like to express my deep appreciation to everyone at the Academy who contributed in any way to the superb "Tour of the FBI Academy" on Saturday for the delegates and their guests representing INTERPOL's 54th General Assembly Session. It has been received numerous glowing compliments from the delegates, as well as from INTERPOL [redacted]
[redacted]

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In spirit and deed each of you performed in the highest traditions of the FBI in preparing for and in implementing our reception for the INTERPOL representatives at Quantico. The FBI's reputation among INTERPOL participants has been decidedly enhanced through your highly professional performance on this significant occasion.

Sincerely,

William H. Webster
Director

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U.S. Department of Justice

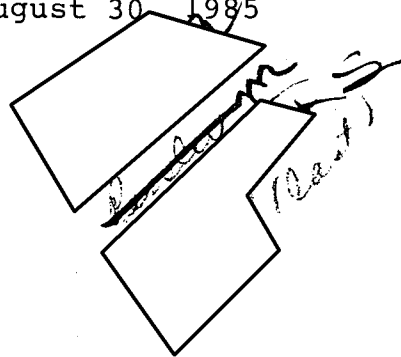
Federal Bureau of Investigation

In Reply, Please Refer to
File No.

P. O. Box #3007
Butte, Montana 59702
August 30, 1985

b6
b7C

Mr. James D. McKenzie
Assistant Director
FBI Academy
Quantico, Virginia



Dear Jim:

I would like to express my appreciation for the outstanding presentations made by two members of your Behavioral Science Unit, in Montana during the month of August 1985. Supervisory Special Agent (SSA) [redacted] provided a very professional and informative training session in conjunction with my supervisor in Kalispell, Montana. The topic of this presentation was use of Deadly Force and Post-Shooting Trauma. We have received many positive compliments regarding a job well done. The second presentation by SSA Robert Ressler was specifically on the National Center on Analysis for Violent Crimes. This presentation was for the 33rd International Law Enforcement Coordinating Conference. The presentation was very professional and provided the attendees with an overview of a new investigative technique that should revolutionize investigations of violent crimes.

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The members of your staff have again provided law enforcement in the Butte Division the very latest and the very best that the FBI has to offer. Please extend my appreciation to both members of your staff.

Sincerely,

William D. Fallin
Special Agent in Charge

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67-714-91

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE APPRAISAL REPORT

Cover Page

1. Payroll Name RESSLER ROBERT K	2. Office of Assignment O211 D2-BEHAVIORAL-SCI
3. Social Security Number 357-28-1755	4. Merit Pay Indicator M5
5. Position Title and Grade 20 SUPERVISORY SPECIAL AGENT GM 14 78-FO-713	6. Overall Adjective Rating Superior

7. Rating of Critical Element(s)

S	S	S	S			
# 1	# 2	# 3	# 4	#	#	#

8.	<u>7/30/85</u> Date
----	------------------------

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9. I am aware that my overall performance, if below the Fully Successful level, may be the basis for the denial of my within-grade/step increase and could also preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer.

This appraisal has been discussed with me and I ☐ do ☒ do not wish to respond. My signature only indicates that I have reviewed this appraisal, that I am necessarily in agreement with the information herein or that I am relinquishing my right to grieve it.

Robert K. Ressler
Signature of Employee

7/30/85
Date

10. I have reviewed and approved this appraisal. ☐ See my comments attached.

James A. Connor
Signature of Reviewing Official

9/3/85
Date

11. I have reviewed the comments of my reviewing official with respect to my comments and/or any adjustments he/she made to this performance appraisal.

I ☐ do ☒ do not wish to respond to this appraisal as adjusted by my reviewing official.

Initials of Employee

Date

12. Type of Appraisal

- A () Annual - Type ☒ Regular
P ☐ Presumptive
C ☐ Conversion
- S () Special - Type ☐ Unacceptable
☐ Requested by FBIHQ
☐ Current Appraisal

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INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
COVER PAGE

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PERSONNEL SECTION
ASD

72
1-22-88

Note: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form.

With the exception of signatures, initials and dates, the information on this form is to be typewritten.

Preprinted form FD-593 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

Items 1 - 3. Self-explanatory.

Item 4 Circle one merit pay indicator. Merit pay indicator M1, M3, M4 OR M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. All other employees are excluded from merit pay and are properly shown as N8. Assignment of the appropriate merit pay indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 before referring to the Combinations Table and the instructions for its use in Part 1, Section 5, of the Manual of Administrative Operations and Procedures (MAOP) to determine the overall adjective rating (Unacceptable, Minimally Acceptable, Fully Successful, Superior or Exceptional) and record the appropriate rating.

Item 7 Record the adjective rating assigned to each critical element on the Evaluation Page(s). List the ratings in ascending order (lowest to highest) from left to right and record the identifying number for each critical element under the appropriate adjective rating. This item is not to be completed for presumptive annual appraisals.

Item 8 Rating official is to sign and date the appraisal before obtaining the employee's signature.

Item 9 Employee is to check the appropriate box indicating whether he/she does or does not wish to respond to the appraisal and then sign and date the appraisal when presented to him/her. The employee may respond to the appraisal by setting forth his/her comments on plain white bond paper within 7 days. The employee may not respond to a conversion appraisal. If the employee refuses to sign or initial the appraisal, the rating official is to determine if a response will be forthcoming and document these facts in the space allowed for this item.

Item 10 Following presentation to the employee, each appraisal must be reviewed at a higher level (except where there is no higher level official in the office) to assure consistency and fairness. The reviewing official must justify, with comments on plain white bond paper, any modification he/she makes to the appraisal. The reviewing official may not modify a conversion appraisal. If the employee responded to the appraisal, the reviewing official must address the employee's concerns and set forth the basis for his/her decision on plain white bond paper.

Item 11 Complete this item only if the reviewing official commented on and/or adjusted the appraisal. If the appraisal was adjusted, the employee must be given another opportunity (7 days) to respond.

Item 12 Record type of appraisal being submitted.

Refer to the MAOP, Part 1, Section 5, for additional instructions on the completion of this form when issuing presumptive annual appraisals or converting special appraisals to annuals as well as for guidance on the Performance Appraisal System.

FEDERAL BUREAU OF INVESTIGATION
EVALUATION PAGE

1. Payroll Name of Employee

Robert K. Ressler

2. Social Security Number

357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultations.

4. Critical Element # 1 as listed on the Plan.

INSTRUCTS STUDENTS: Prepares for and delivers instructional content to students through use of lecture, demonstration, or practical exercise in furtherance of unit training goals and objectives. Evaluates and counsels students to facilitate learning by the students.

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other _____4. Critical Element # 2 as listed on the Plan.

CONDUCTS RESEARCH: Searches, reviews, analyzes literature and submits conclusions in furtherance of unit training goals and when applicable University of Virginia curriculum guidelines.

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other _____

YWZ

Initials of Employee

FEDERAL BUREAU OF INVESTIGATION
EVALUATION PAGE

1. Payroll Name of Employee

Robert K. Ressler

2. Social Security Number

357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation

4. Critical Element # 3 as listed on the Plan.

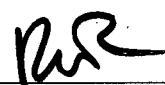
ORGANIZATIONAL COOPERATION AND LIAISON: Supports unit and division goals in a cooperative effort with unit members and other individuals and entities inside and outside the FBI.

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other _____4. Critical Element # 4 as listed on the Plan.

ADMINISTERS ASSIGNED PROGRAMS AND PROJECTS: CONSULTATION: Directs and administers unit programs and projects as assigned. Provides consultation in ongoing investigative cases for federal, state and local law enforcement agencies and in Bureau administrative matters.

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other _____
Initials of Employee

REC-119

October 29, 1985

AIRMAIL

Chief Constable Andrew K. Sloan
Strathclyde Police
173 Pitt Street
Glasgow G2 4JS, Scotland

Dear Chief Sloan:

Your Assistant Chief Constable wrote on October 2nd in connection with the training received by Inspector [redacted] at the FBI Academy concerning the investigation of sexual exploitation of children cases, and I was glad to hear how beneficial Inspector [redacted] thought the course was. We are pleased to be able to offer training in this and other areas of law enforcement to police in the United States and abroad, and I will ensure that Special Agents Robert Ressler and [redacted] are aware of Inspector [redacted] impressions of his Academy experience at Quantico.

b6
b7C

Sincerely yours,

William H. Webster

William H. Webster
Director

- 1 - London - Enclosure
1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SAs Robert K. Ressler and [redacted]
1 - Liaison Unit - Enclosure
1 - 67-633303 (Robert K. Ressler) - Enclosure
1 - [redacted] - Enclosure

b6
b7C

NOTE: Bufiles contain nothing to preclude this reply. Signature of correspondent is illegible; therefore, letter is directed to his superior, Chief Constable ANDREW K. SLOAN.
BHM:maj (7)

Exec AD Adm. _____
Exec AD Inv. _____
Exec AD LES _____
Asst. Dir.:
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Insp. _____
Intell. _____
Lab. _____
Legal Coun. _____
Off. Cong. & Public Affs. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Telephone Rm. _____
Director's Sec'y _____

10 JAN 18 1986
MAIL ROOM

AK

John

OFFICE OF THE STATE ATTORNEY

EIGHTEENTH JUDICIAL CIRCUIT OF FLORIDA
BREVARD AND SEMINOLE COUNTIES



Seminole County Office
100 East First Street
Sanford, FL 32771
(305) 322-7534

NORMAN R. WOLFINGER
STATE ATTORNEY

Brevard County Courthouse
400 South Street
Titusville, FL 32780
(305) 269-8112

Rockledge Branch Courthouse
1040 South Florida Avenue
Rockledge, FL 32955
(305) 636-6920

Melbourne Branch Courthouse
50 South Nieman Avenue
Melbourne, FL 32901
(305) 727-9712

June 23, 1986

Reply To:

Titusville

Honorable William H. Webster
Director
Federal Bureau of Investigation
Washington, D.C. 20535

Dear Mr. Webster:

I would like to thank you for allowing Special Agent Robert Ressler to appear and testify at the sentencing of [REDACTED]

b6
b7c

Mr. Ressler presented himself in a professional manner, and his testimony was very important to the State's position on the sentencing. You are fortunate to have a person of Mr. Ressler's caliber on your staff.

Again, my thanks for allowing Mr. Ressler to travel to Florida to testify at the sentencing.

Sincerely,

NORMAN R. WOLFINGER

NRW/gc

cc: Mr. Robert Ressler

67-633303-144
Searched _____ Numbered 56
115 JUL 16 1986
10 NOV 1986

67-633303-140X

SSA ROBERT K. Ressler

67-633303

ack let to
Norman R. Wolfinger
dated 7/1/86
NS/M
H:do/uy

COPIES
PERF. UNIT

CIOP-GCP-B

3 OCT 1980

Honorable William H. Webster
Director
Federal Bureau of Investigation
J. Edgar Hoover Building
10th & Pennsylvania Avenue, NW
Washington, DC 20535

Dear Judge Webster:

I would like to express my sincere appreciation for the outstanding hostage negotiation training given at Erding, Germany, recently by Special Agents Robert K. Ressler and [REDACTED] of the Federal Bureau of Investigation Academy Behavioral Science Unit.

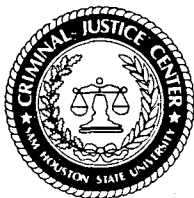
b6
b7c

The instruction was presented to 120 members of the US Army Criminal Investigation Command and the military law enforcement community in Europe. Their comments were most laudatory of both the course content and the manner in which it was presented. The instructors were received as competent and thorough professionals who were extremely able to effectively communicate their experience and expertise.

Their efforts in Europe have made an invaluable contribution to this command in the field of hostage negotiations. Please convey my thanks to them for a job well done.

Sincerely,

PAUL M. TIMERBERG
Major General, USA
Commanding



CRIMINAL JUSTICE CENTER

Sam Houston State University
Huntsville, Texas 77341-2296

Police Academy &
Security Training
409/294-1669/70

March 25, 1986

S/A Robert K. Ressler
Program Mgr, VI-CAP Program
Director of Research, Nat'l Center
for Analysis of Violent Crime
FBI Academy
Quantico, VA 22135

Dear Bob:

I want to thank you for your participation in the "Tracking Serial Murderers" course held at the Criminal Justice Center last week. Your portion of the instruction was well-prepared, professionally presented, and well-received by those attending.

The evaluations have been tabulated and the course overall was rated 4.58 on a five-point scale. As an instructor you were rated 4.70.

I appreciate your cooperation in supplying necessary course documentation and working with me on travel arrangements. It adds to the overall effectiveness of the instruction when the instructors can arrive early and stay for most or all of the course. I realize you did this in spite of a very busy schedule.

I hope you enjoyed yourself, as much as is possible in Huntsville, and I hope there will be another opportunity for you to return in the future. Again, congratulations on a job well-done.

Sincerely,

Police Academy Coordinator

/clw

cc:

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PERSONNEL FILE
67 NOT RECORDED

Searched _____
Serialized enb
Indexed _____
Filed enb
67-714-84

March 21, 1986

Mr. L. Cary Bittick
Executive Director
National Sheriffs' Association
1450 Duke Street
Alexandria, Virginia 22314

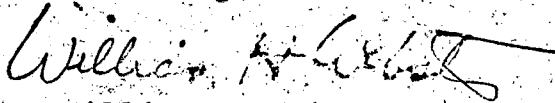
Dear Cary:

I am delighted that your 1986 Symposium on Criminal Justice was a great success and deeply appreciate your thoughtful letter of March 4th regarding the participation of Executive Assistant Director Otto and Special Agents [redacted] and Ressler in this educational event. I will share your letter with them and I know they will join me in extending warmest thanks to you and the Association for your many kind comments.

b6
b7C

With every good wish,

Sincerely,



William H. Webster
Director

- 1 - Mr. Otto - Enclosure
Personal Attention.
- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SAs [redacted]
[redacted] and Robert K. Ressler.
- 1 - [redacted] - Enclosure
- ① - 67-633303 (Robert K. Ressler) - Enclosure

b6
b7C

NOTE: Salutation per prior correspondence.

ESH:krk (6)

MAR 22 1 50 PM '86

RECEIVED
OFFICE OF

73

67-NOT RECORDED
18 APR 12 1986

DUPLICATE FOLLOW

Sheriff Richard Germond
President
Adrian, Michigan

L. Cary Bittick
Executive Director
Alexandria, Virginia



NATIONAL SHERIFFS' ASSOCIATION

1450 DUKE STREET • ALEXANDRIA, VIRGINIA 22314 • 703-836-7827

March 4, 1986

Exec AD Adm. _____
Exec AD Inv. _____
Exec AD LES _____
Asst. Dir.: _____
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Intell. _____
Laboratory _____
Legal Coun. _____
Plan. & Insp. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Off. of Cong. & Public Affs. _____
Telephone Rm. _____
Director's Sec'y _____

FBI/DOJ

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1st Vice President
Minneapolis, Minnesota

Sheriff Dwight Radcliff
2nd Vice President
Circleville, Ohio

Sheriff Henry Healey, Jr.
3rd Vice President
New Haven, Connecticut

Sheriff Lyle Swenson
4th Vice President
Mitchell, South Dakota

Sheriff Bob Rice
5th Vice President
Des Moines, Iowa

Sheriff Marshall Honaker
6th Vice President
Bristol, Virginia

Sheriff Merrill Greathouse
7th Vice President
Thomasston, Georgia

Sheriff Robert Turner
Sergeant-At-Arms
Prattville, Alabama

Sheriff E. W. Pellicer
Secretary
Palatka, Florida

Sheriff Richard J. Elrod
Treasurer
Chicago, Illinois

Sheriff Louis Gianoli
Immediate Past President
Wausau, Wisconsin

Sheriff Patrick Hogan
Immediate Past President
Hartford, Connecticut

Courtney A. Evans
General Counsel
Washington, DC

Honorable William H. Webster
Director
Federal Bureau of Investigation
Washington, DC 20535

Dear Judge Webster:

The 1986 NSA Symposium on Criminal Justice dealing with the violent criminal was a tremendous success. The presentations made by Special Agent [redacted] on the violent serial offender and his victims and by Special Agent Robert Ressler on the state of the art in integrated programs for the apprehension of the violent offender were the highlights of the Symposium program.

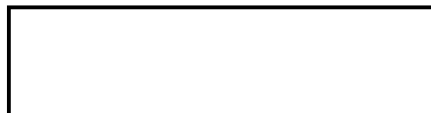
b6
b7C

Both [redacted] and Mr. Ressler made outstanding presentations to a most appreciative audience. The excellence of the staff at the F.B.I. Academy and the value of the work of the Center for the Analysis of Violent Crime were ably demonstrated. Please extend our appreciation and our compliments to Mr. [redacted] and Mr. Ressler.

b6
b7C

It was a special pleasure to have Mr. John Otto participate in the Symposium as the luncheon speaker on February 27. As a former deputy sheriff himself, John is considered a very special friend of NSA: and his luncheon remarks emphasized the excellent cooperative relationship between sheriffs and the law enforcement services of the Federal Bureau of Investigation.

SSA



DIV 2
NSA

SSA ROBERT K. RESSLER

67-633303

DIV 2

NSA

b6
b7C

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Sheriff Fate Thomas
Nashville, Tennessee

Sheriff Carl Wells
Bedford, Virginia

*Member of the
Executive Committee

Honorable William H. Webster
Federal Bureau of Investigation
March 4, 1986
Page Two

We all - our officers, directors, members and staff - thank you and your associates in the F.B.I. for the professional assistance which made our 1986 Symposium on exceptional educational event.

Very truly yours,


L. Cary Bittick
Executive Director

LCB/WHP/dw

Sheriff Richard Germond
President
Adrian, Michigan

L. Cary Bittick
Executive Director
Alexandria, Virginia



NATIONAL SHERIFFS' ASSOCIATION

1450 DUKE STREET • ALEXANDRIA, VIRGINIA 22314 • 703-836-7827

March 5, 1986

Special Agent Robert Ressler
F.B.I. Academy
Federal Bureau of Investigation
Washington, DC 22135

Dear Special Agent Ressler:

Please accept the most heartfelt thanks of NSA's officers, directors, members and staff for the excellent, informative, and professional presentation to our 1986 Symposium on Criminal Justice last Wednesday.

Your topic was not only of great interest to the sheriffs in attendance; but for most of them, this was their first opportunity to learn of the innovative and helpful work being done by the FBI in the National Center for the Analysis of Violent Crime and the VICAP program.

We appreciate your participation in the Symposium and we are grateful to Mr. James McKenzie and [redacted] for their cooperation in making your presentation possible.

Very truly yours,

L. Cary Bittick
L. Cary Bittick
Executive Director

LCB/WHP/dw

cc: Mr. James D. McKenzie



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PERSONNEL FILE
67 NOT RECORDED

Searched

Serialized

Indexed

Filed

67-714-81

BOARD OF DIRECTORS

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Sheriff John Duffy
San Diego, California

Sheriff Daniel Figel
Fort Wayne, Indiana

Sheriff Ken Goin
Albany, Oregon

Sheriff Bill Hutson
Marietta, Georgia

*Sheriff John Lenhart
Sidney, Ohio

Sheriff Philip H. McKelvey
Cambridge, Maryland

Sheriff Theodore Meekma
Juneau, Wisconsin

Sheriff James Murphy
Newport, Vermont

*Sheriff Frank Policaro
Beaver, Pennsylvania

*Sheriff John Stark
Nevada, Iowa

Sheriff Fate Thomas
Nashville, Tennessee

Sheriff Dan Tihonovich
Pueblo, Colorado

Sheriff Ralph Tyson
Greenville, North Carolina

*Sheriff Charles Von Wald
Rochester, Minnesota

Sheriff Carl Wells
Bedford, Virginia

Sheriff Richard Wille
West Palm Beach, Florida

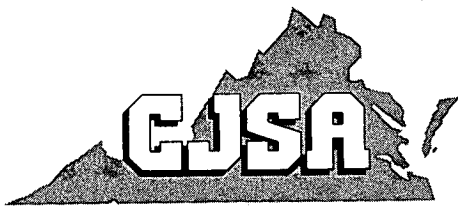
Ex-Officio Members
All Past Presidents

*Member of the
Executive Committee

b6
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b7C

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Criminal **J**ustice **S**ystems **A**ssociation

Handwritten signature

February 14, 1986

Mr. Robert K. Ressler
Supervisory Special Agent
Behavioral Science Unit
F. B. I. Academy
Quantico, Virginia 22135

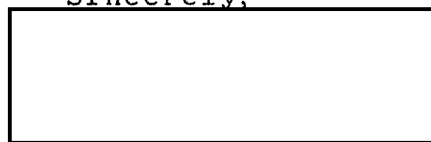
Dear Mr. Ressler,

On behalf of the Virginia Criminal Justice Systems Association, I would like to take this opportunity to thank you for your participation in the 1985 Criminal Justice Systems Conference that was held September 24-26, 1985 in Charlottesville, Virginia. Realizing that your involvement with the conference as a speaker for the 'Serial Murder' session required a certain amount of preparation, I would like for you to know that your time and efforts were greatly appreciated. I hope that you found your participation in the 1985 Conference to be a rewarding experience, as it contributed a great deal to its success.

Through your involvement with the 1985 conference you exemplified the purpose of the Association itself by promoting communication, cooperation and experience sharing among the Virginia localities and State agencies that are operating, implementing or planning implementation of criminal justice information systems.

Thanks again, and I look forward to seeing you at the next Criminal Justice Systems Conference.

Sincerely,



President, VCJSA

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Indexed _____
Filed _____
67-714-80

b6
b7C



U.S. Department of Justice

Federal Bureau of Investigation

Washington, D.C. 20535

December 16, 1985

b6
b7C

Mr. James D. McKenzie
Federal Bureau of Investigation
Quantico, Virginia

Dear Jim:

Please convey the Records Management Division's appreciation to Supervisory Special Agent Robert K. Ressler for an outstanding and informative presentation at our Annual Clerical Conference on 12/9/85. Mr. Ressler explained in great detail the FBI's involvement in the Violent Criminal Apprehension Program which was unknown to a majority of the employees. His presentation was very well received and many favorable comments were expressed.

I appreciate your cooperation in permitting Mr. Ressler to spend the day with us.

Charles P. Monroe
Assistant Director
Records Management Division

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Searched
Serialized
Indexed
Filed
67-714-79



U. S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

Office of the Director

Washington, D.C. 20535

DECEMBER 6, 1985

0
MR. ROBERT K. RESSLER
TRAINING DIVISION
FBI ACAD. QUANTICO, VA 22135

DEAR MR. RESSLER:

Enclosed is a check as monetary recognition of your SUPERIOR performance for the past appraisal period as a General Merit employee in the Performance Management and Recognition System. The cash value of your performance award is \$ 543.69. Your distinguished performance during this time has been significant in contributing to the accomplishment of the FBI's mission.

Sincerely yours,

William H. Webster
Director

REC-102

67-633303-140 X

67-633303-141	
Searched.....	Numbered.....
8 JAN 18 1986 45	

3/DAW

Enclosure

5 MAR 03 1986

July 11, 1986

Mr. Norman R. Wolfinger
State Attorney
Brevard and Seminole Counties
Eighteenth Judicial Circuit of Florida
Brevard County Courthouse
400 South Street
Titusville, Florida 32780

Dear Mr. Wolfinger:

I appreciate your writing on June 23rd to commend
Special Agent Robert K. Ressler for his testimony at the

[REDACTED] last month. I am pleased
he could be of help to your office and know he joins me in
extending warmest thanks for your thoughtful remarks.

Sincerely yours,

William H. Webster

William H. Webster
Director

- 1 - Mr. McKenzie - Enclosure
Personal Attention: Bring to the attention of SA Robert K.
Ressler.
1 - 67-633303 (Robert K. Ressler) - Enclosure

NOTE: Bufiles contain no information identifiable with
Mr. WOLFINGER.

ESH:dls/wjr (5)

MAILED 4
JUL 11 1986
FBI
Exec AD Adm. ___
Exec AD Inv. ___
Exec AD LES ___
Asst. Dir.:
Adm. Servs. ___
Crim. Inv. ___
Ident. ___
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Public Affs. ___
Rec. Mgnt. ___
Tech. Servs. ___
Training ___
Telephone Rm. ___
Director's Sec'y ___ MAIL ROOM ☒

DEC 09 1986

SECRET



U.S. Department of Justice

Federal Bureau of Investigation

Office of the Director

Washington, D.C. 20535

OCTOBER 15, 1986

MR. ROBERT K. RESSLER
TRAINING DIVISION
FBI ACAD. QUANTICO, VA 22135

DEAR MR. RESSLER:

Enclosed is a check as monetary recognition of your SUPERIOR performance for the past appraisal period as a General Merit employee in the Performance Management and Recognition System. The cash value of your performance award is \$ 540.91. Your distinguished performance during this time has been significant in contributing to the accomplishment of the FBI's mission.

Sincerely yours,

William H. Webster
Director

Enclosure

REC-122

67-633303-141X	
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3/mch

10 DEC 1 1986

FBI/DOJ

X474

FBI/DOJ



U.S. Department of Justice

Federal Bureau of Investigation

In Reply, Please Refer to
File No.

P. O. Box #3007
Butte, Montana 59702
September 2, 1986

b6
b7C

Mr. James D. McKenzie
Assistant Director
Training Division
FBI Academy
Quantico, Virginia 22135

Dear Jim:

On August 18 through 22, 1986, a Death Investigation Seminar was conducted in Bozeman, Montana, by Supervisory Special Agents Robert Ressler and [redacted]. Their presentations were extremely informative and well received by the numerous officers attending this training. We have received excellent feedback from the Montana Law Enforcement Academy in Bozeman, as well as from the departments with attendees at this seminar. All of the feedback has been highly complementary to your instructors. The attendees commented positively, particularly regarding the case study presentations, psychological profiling, and the obvious talent and experience of the instructors.

b6
b7C

Please extend my appreciation to Bob and [redacted] and both should be commended for their fine presentations.

b6
b7C

Sincerely yours,

Toby M. Harding

TOBY M. HARDING
Acting Special Agent in Charge

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G
Ressler, Robert

Searched.....
Serialized.....
Indexed.....
Filed.....
67-411-92

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE APPRAISAL REPORT

Cover Page

1. Payroll Name <u>RESSLER ROBERT K</u>	2. Office of Assignment <u>O215 D2-BHVRL SCI SPRT</u>
3. Social Security Number <u>357-28-1755</u>	4. Merit Pay Indicator <u>M5</u>
5. Position Title and Grade <u>20 SUPERVISORY SPECIAL AGENT</u> GM 14 78-FD-713	6. Overall Adjective Rating <u>Superior</u>

7. Rating of Critical Element(s)

<u>S</u>	<u>S</u>	<u>S</u>	<u>E</u>			
# <u>1</u>	# <u>2</u>	# <u>4</u>	# <u>3</u>	#	#	#

8.		<u>7/18/86</u> Date
----	---	------------------------

b6
b7C

9. I am aware that my overall performance, if below the Fully Successful level, may be the basis for the denial of my within-grade/step increase and could also preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer.

This appraisal has been discussed with me and I ☐ do ☐ do not wish to respond. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to grieve it.

Robert K. Ressler

Signature of Employee

July 18, 1986
Date

10. I have reviewed and approved this appraisal. ☐ See my comments attached.

James A. O'Connor

Signature of Reviewing Official

7/18/86
Date

11. I have reviewed the comments of my reviewing official with respect to my comments and/or any adjustments he/she made to this performance appraisal.

I ☐ do ☒ do not wish to respond to this appraisal as adjusted by my reviewing official.

mm

Initials of Employee

67-633303-142	
Searched	Indexed
12/15 NOV	1986

12. Type of Appraisal

A (X) Annual - Type ☒ Regular
P ☐ Presumptive
C ☐ Conversion

S () Special - Type ☐ Unacceptable
☐ Requested by FBIHQ
☐ Current Appraisal

PRAU USE ONLY
Logged mm
Reviewed July 7/86
Entered mm
Verified mm
Printout mm

3 NOV 13 1986

09 11/19/86

THREE

DP STF 1-4m

INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
COVER PAGE

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JUL 21 2 49 PM '86

PRAU
PERSONNEL SECTION
ASA

Note: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form.

With the exception of signatures, initials and dates, the information on this form is to be typewritten.

Preprinted form FD-593 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

Items 1 - 3 Self-explanatory.

Item 4 Circle one merit pay indicator. Merit pay indicator M1, M3, M4 OR M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. All other employees are excluded from merit pay and are properly shown as N8. Assignment of the appropriate merit pay indicator is the responsibility of the office, and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 before referring to the Combinations Table and the instructions for its use in Part 1, Section 5, of the Manual of Administrative Operations and Procedures (MAOP) to determine the overall adjective rating (Unacceptable, Minimally Acceptable, Fully Successful, Superior or Exceptional) and record the appropriate rating.

Item 7 Record the adjective rating assigned to each critical element on the Evaluation Page(s). List the ratings in ascending order (lowest to highest) from left to right and record the identifying number for each critical element under the appropriate adjective rating. This item is not to be completed for presumptive annual appraisals.

Item 8 Rating official is to sign and date the appraisal before obtaining the employee's signature.

Item 9 Employee is to check the appropriate box indicating whether he/she does or does not wish to respond to the appraisal and then sign and date the appraisal when presented to him/her. The employee may respond to the appraisal by setting forth his/her comments on plain white bond paper within 7 days. The employee may not respond to a conversion appraisal. If the employee refuses to sign or initial the appraisal, the rating official is to determine if a response will be forthcoming and document these facts in the space allowed for this item.

Item 10 Following presentation to the employee, each appraisal must be reviewed at a higher level (except where there is no higher level official in the office) to assure consistency and fairness. The reviewing official must justify, with comments on plain white bond paper, any modification he/she makes to the appraisal. The reviewing official may not modify a conversion appraisal. If the employee responded to the appraisal, the reviewing official must address the employee's concerns and set forth the basis for his/her decision on plain white bond paper.

Item 11 Complete this item only if the reviewing official commented on and/or adjusted the appraisal. If the appraisal was adjusted, the employee must be given another opportunity (7 days) to respond.

Item 12 Record type of appraisal being submitted.

Refer to the MAOP, Part 1, Section 5, for additional instructions on the completion of this form when issuing presumptive annual appraisals or converting special appraisals to annuals as well as for guidance on the Performance Appraisal System.

FEDERAL BUREAU OF INVESTIGATION
EVALUATION PAGE

1. Payroll Name of Employee

ROBERT K. RESSLER

2. Social Security Number

357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Investigative Support Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 1 as listed on the Plan.

INSTRUCTS STUDENTS: Prepares for and delivers instructional content to students through use of lecture, demonstrations, or practical exercise in furtherance of unit training goals and objectives. Evaluates and counsels students to facilitate learning by the students.

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other _____4. Critical Element # 2 as listed on the Plan.

CONDUCTS RESEARCH: Searches, reviews, analyzes literature and submits conclusions in furtherance of unit training goals and when applicable University of Virginia curriculum guidelines.

5. Adjective Rating:

☐ Fully Successful☒ Superior☐ Other _____

Initials of Employee

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
EVALUATION PAGE**

NOTE: No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.

Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.

Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.

- (a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.
- (b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.

FEDERAL BUREAU OF INVESTIGATION
EVALUATION PAGE

1. Payroll Name of Employee ROBERT K. RESSLER	2. Social Security Number 357-28-1755
--	--

3. Specify general nature of assignment during most of the appraisal period.
A member of the Behavioral Science Investigative Support Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

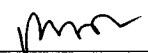
4. Critical Element # 3 as listed on the Plan.
ORGANIZATIONAL COOPERATION AND LIAISON: Supports unit and division goals in a cooperative effort with unit members and other individuals and entities inside and outside the FBI.

5. Adjective Rating: ☐ Fully Successful ☐ Superior ☒ Other Exceptional

SSA Ressler accepted and completed complex as well as all routine assignments and completed them in a timely fashion utilizing his own initiative and with minimum or no supervision. He regularly handles special correspondence, instructional assignments and other unit matters in a highly competent and exceptional manner. SSA Ressler was instrumental in the reorganization of the Behavioral Science Unit and the establishment of two units in the National Center for the Analysis of Violent Crime (NCAVC) in November 1985. He was assigned as Program Manager of the Violent Criminal Apprehension Program (VICAP), while maintaining all of his teaching and liaison commitments during the period. SSA Ressler was tasked with coordinating the writing, editing and submission of articles for the August 1985 issue of the LEB which he accomplished independently and on schedule. He has planned and is currently well advanced in coordinating with the Office of Congressional and Public Affairs a second theme issue of the LEB covering NCAVC/VICAP scheduled for publication in the fall of 1986. SSA Ressler maintains direct liaison with NIJ regarding the funding for the primary research projects on serial murder, rape and child abduction/molestation and meets with NIJ officials periodically to report findings and establish goals and objectives. During the period, he presented new proposals for research which

4. Critical Element # 4 as listed on the Plan. (Continued next page)
ADMINISTERS ASSIGNED PROGRAMS AND PROJECTS; CONSULTATION: Directs and administers unit programs and projects as assigned. Provides consultation in ongoing investigative cases for Federal, state and local law enforcement agencies in Bureau administrative matters.

5. Adjective Rating: ☐ Fully Successful ☒ Superior ☐ Other _____


Initials of Employee

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
EVALUATION PAGE**

NOTE: No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.

Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.

Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.

(a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.

(b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.

ROBERT K. RESSLER

357-28-1755

Critical Element #3 (continued)

have resulted in NIJ grants of additional funding and time extensions critical to the completion of NCAVC research. He also provides direction to independent consultants [redacted] and staff) regarding the collection, collation and analysis of the research data. SSA Ressler is an adjunct faculty member of the University of Virginia and the University of Pennsylvania (Research Fellows) and serves as an active member of several professional organizations including the Surgeon General's Task Force on Violence, Friends of the American Academy of Psychiatry and the Law, International Association of Forensic Sciences and others. He has developed several prestigious liaison contacts outside the FBI representing several major universities, other Federal agencies, professional organizations and national and international law enforcement agencies. These contacts have proven to be valuable resources and assets for the FBI providing expert advice in areas of research, publications, case consultation and training.

b6
b7c



DEPARTMENT OF PUBLIC SAFETY
DIVISION OF POLICE
HOWARD E. RUDOLPH
CHIEF

City of Cleveland

GEORGE V. VOINOVICH, MAYOR



December 10, 1987

William S. Sessions, Director
Federal Bureau of Investigation
Washington, D.C. 20535

Dear Director Sessions:

I would like to take this opportunity to thank you for the outstanding training provided to our department by members of the F.B.I. Academy Staff.

I would like to especially thank Supervisory Special Agent Robert Ressler and Supervisory Special Agent [redacted] for their excellent presentation on Criminal Psychology-Sexual Exploitation, presented at our Police Academy from November 17th through 20th, 1987.

b6
b7c

I wish to express my appreciation and look forward to your continued involvement in our training program.

REC-137

67	633303-143
Searched	4 JAN 15 1988 58
	1-19-88

Very truly yours,

Howard E. Rudolph

HOWARD E. RUDOLPH
CHIEF OF POLICE

HER:LB:mb

cc: Asst. Dir. James W. Greenleaf
Training Division
Joseph E. Griffin, Special Agent-in-Charge
Cleveland Office

COLE
~~RESPONSE~~

*Ack let to Howard E. Rudolph
dated 1/11/88
BHM:jar*

PER. REC. 11/17

FEDERAL BUREAU OF INVESTIGATION
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM
PERFORMANCE APPRAISAL REPORT - COVER PAGE

(SEE INSTRUCTIONS ON REVERSE)

1. Payroll Name of Employee RESSLER ROBERT K	2. Office of Assignment O215 O215
3. Social Security Number 357-28-1755	4. PMRS Indicator M5
5. Position Title and Grade 20 SUPERVISORY SPECIAL AGENT GM 14 78-FD-713	6. Summary Rating Superior

7. Rating of Critical Element(s)

<u>E</u>	<u>E</u>	<u>S</u>	<u>FS</u>	<u>FS</u>		
# <u>1</u>	# <u>2</u>	# <u>3</u>	# <u>4</u>	# <u>5</u>	#	#

8.

10/15/87

Date

9. I have reviewed and approved this appraisal. () See my comments attached.

James A. O'Connor

Signature of Reviewing Official

10/19/87

Date

10. I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and could also preclude me from consideration for promotion, administrative advancement and/or office of preference transfer. In addition, I am aware that a summary rating of Unacceptable may be the basis for my reassignment, reduction in grade, or removal. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

Robert K. Ressler

Signature of Employee

Oct 16, 1987

Date

11. Type of Appraisal
- A (X) Annual - Type ☒ Regular
- C ☐ Conversion
- W ☐ Unacceptable - Warning
- F ☐ Warning Resolution

- S () Special - Type
- ☐ Position Change
- ☐ Change in Rating Official
- ☐ Current Appraisal
- ☐ Requested by FBIHQ
- ☐ Conclusion of Detail
- ☐ Unacceptable - Warning
- ☐ Warning Resolution

PRAU USE ONLY

Logged

Reviewed

Entered

Verified

Printout

JW JW

see 10/29

BAL

WJ

RECORDED
3 NOV 18 1987

Pending PRAU d- 7/1/86 1-5

REC-5
**INSTRUCTIONS
FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
COVER PAGE**

PRAU
PERSONNEL SECTION
ASD

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

Items 1-3 Self-explanatory.

Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.

Item 5 Self-explanatory.

Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any CE is rated Unacceptable, the summary rating must be Unacceptable.). For annual conversions, simply copy the summary rating from the prior special.

Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.

Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.

Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.

Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official is to document this fact in the space allowed for this item.

Item 11 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FEDERAL BUREAU OF INVESTIGATION
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM
 PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee ROBERT K. RESSLER	2. Social Security Number 357-28-1755
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3. Specify general nature of assignment during most of the appraisal period.
A member of the Behavioral Science Investigative Support Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 1 as listed on the Plan. 4a. Descriptor: **INSTRUCTS STUDENTS: Prepares for and delivers instructional content to students through use of lecture, demonstration, or practical exercise in furtherance of unit training goals and objectives. Evaluates and counsels students to facilitate learning by the students.**

5. Rating Level: E

SSA Ressler with little or no supervision required is the lead instructor and innovator for the National Academy course, Applied Criminal Psychology, and has received excellent ratings throughout the period. He has conducted six one-week field schools in coordination with Behavioral Science Instruction and Research Unit and 28 specialized presentations at conferences, seminars, and symposia. He has appeared before each National Academy session and the New Agents classes with staff to present an overview of the VICAP. He participated as a featured speaker in a major teleconference on violent crime, profiling, and VICAP at Kansas City, Missouri. He has participated in international assignments in Bramshill and London, England, and Korea. SSA Ressler continues to develop and implement innovative teaching methods that improve the course content and desired results.

mr.
 6. Initials of Employee

10/16/87
 Date

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
EVALUATION PAGE**

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, **and** the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., a description of it.

Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific** accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve.

Item 6 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FEDERAL BUREAU OF INVESTIGATION
 PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM
 PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee ROBERT K. RESSLER	2. Social Security Number 357-28-1755
3. Specify general nature of assignment during most of the appraisal period. A member of the Behavioral Science Investigative Support Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.	
4. Critical Element # <u>2</u> as listed on the Plan, 4a. Descriptor: <u>CONDUCTS RESEARCH: Searches, reviews, analyzes literature and submits conclusions in furtherance of unit training goals and when applicable, University of Virginia curriculum guidelines.</u>	
5. Rating Level: <u>E</u>	

SSA Ressler, on his own initiative and with little or no supervision, conducted significant research during the period. Pursuant to research into the criminal personality, he continues to be the lead representative to the National Institute of Justice and other justice agencies for coordination and funding for research of serial murder, rape, and child abduction/molestation. Based upon his research in serial murder, he was awarded the prestigious Jefferson Award by the University of Virginia and has completed negotiations with Lexington Press (publishers) for a related book to be published. He organized and directed the production of a theme issue of the LEB on the National Center for the Analysis of Violent Crime, published in 12/86. SSA Ressler has written five articles which were published in the LEB, Journal of Interpersonal Violence and Behavioral Science and the Law. He acts as a resource and collaborates with staff researchers at the Cleveland (Ohio) General Hospital and the Victims Hospital on a necrophilia study. He continues to collaborate with staff from the University of Pennsylvania, University of Virginia, and Michigan State University for research and liaison and holds adjunct faculty status with each university.


 6. Initials of Employee

10/16/87
 Date

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
EVALUATION PAGE**

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, **and** the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., a description of it.

Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific** accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve.

Item 6 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FEDERAL BUREAU OF INVESTIGATION
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

ROBERT K. RESSLER

2. Social Security Number

357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Investigative Support Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 3 as listed on the Plan. 4a. Descriptor: ORGANIZATIONAL COOPERATION AND LIAISON: Supports unit and division goals in a cooperative effort with unit members and other individuals and entities inside and outside the FBI.

5. Rating Level: S

SSA Ressler, with minimum supervision, routinely coordinates with the Behavioral Science Instruction and Research Unit in teaching the Applied Criminal Psychology course and coordinates continuing research funding for serial murder, rape, and child abduction/molestation projects. Regularly maintains liaison with University staffs of Michigan State, Virginia, Chicago (Illinois), Boston (Massachusetts), and Pennsylvania. He holds adjunct faculty status at three of these universities and further serves as a staff or guest faculty member with the New York Police Department, Hocking Tech. (Ohio), Space Coast Institute (Florida), Editorial Board of the Journal of Interpersonal Violence, American Correction Association, and others.

mm
6. Initials of Employee

10/16/87.
Date

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
EVALUATION PAGE**

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, **and** the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., a description of it.

Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific** accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve.

Item 6 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FEDERAL BUREAU OF INVESTIGATION
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

ROBERT K. RESSLER

2. Social Security Number

357-28-1755

3. Specify general nature of assignment during most of the appraisal period.

A member of the Behavioral Science Investigative Support Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.

4. Critical Element # 4 as listed on the Plan.

4a. Descriptor:

ADMINISTERS ASSIGNED PROGRAMS AND

PROJECTS; CONSULTATION: Directs and administers unit programs and projects as assigned. Provides consultation in ongoing investigative cases for Federal, state and local law enforcement agencies in Bureau administrative matters.

5. Rating Level:

FS

6. Initials of Employee

RK

Date

10/16/97

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
EVALUATION PAGE**

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, **and** the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., a description of it.

Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific** accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve.

Item 6 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FEDERAL BUREAU OF INVESTIGATION
PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM
PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee ROBERT K. RESSLER	2. Social Security Number 357-28-1755
3. Specify general nature of assignment during most of the appraisal period. A member of the Behavioral Science Investigative Support Unit is expected to accomplish established goals by providing instruction; conducting research; participating in organizational cooperation and liaison activities; and administering unit programs, projects, and/or furnishing consultation.	
4. Critical Element # <u>5</u> as listed on the Plan. 4a. Descriptor: <u>SUPERVISION OF SUBORDINATES:</u> <u>Supervises, reviews and evaluates the work efforts of subordinates assigned to the Behavioral Science Investigative Support Unit, Violent Criminal Apprehension Program (VICAP).</u>	
5. Rating Level: <u>FS</u>	

MR.
6. Initials of Employee

10/16/87.
Date

**INSTRUCTIONS FOR PREPARING THE
PERFORMANCE APPRAISAL REPORT
EVALUATION PAGE**

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, **and** the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., a description of it.

Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific** accomplishments and/or deficiencies which were noted during the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve.

Item 6 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FBI Academy
Quantico, Virginia 22135

July 29, 1987

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Mr. Robert K. Ressler
Federal Bureau of Investigation
Quantico, Virginia

Dear Bob:

I want to express my thanks to you for your participation in the New Agents' Enrichment Program. The purpose of the Enrichment Program is to expose the New Agents to some facet of law enforcement that they would not learn about through the existing curriculum. Your presentation on VICAP was very well received and I know the students learned a great deal.

Thanks again for your contribution to New Agents' Training.

Sincerely,

James W. Greenleaf
Assistant Director

① - Personnel File of Robert K. Ressler

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Filed 67-414-98

July 15, 1987

[redacted]
Acting Chief of Police
Los Angeles Police Department
Post Office Box 30158
Los Angeles, California 90030

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Dear Chief [redacted]

Criminal personality profiling is an important new tool in fighting crime and we in the FBI take pride in our role in developing this investigative innovation. For that reason, letters acknowledging our efforts in this area, such as yours of June 19th, mean a great deal to us, and I want to thank you for writing.

It was most thoughtful of you to mention the presentations of Special Agents [redacted] Ressler, and [redacted] and I am pleased that their instruction contributed so significantly to the success of the seminar your Department sponsored. I will ensure that they have the benefit of your kind comments, which I am sure they will find very satisfying both professionally and personally. I know they will join me in thanking you for writing.

b6
b7C

Sincerely yours,

John E. Otto
Acting Director

- 1 - Los Angeles - Enclosure
- 1 - Mr. Greenleaf - Enclosure

Personal Attention: Bring to the attention of SAs [redacted]

- 1 - [redacted] - Enclosure
- 1 - [redacted] - Enclosure
- ① - 67-633305 (Robert K. Ressler) - Enclosure
- 1 - [redacted] - Enclosure

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NOTE: Bufiles contain no information to preclude this response.

JB:jam (8)

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LOS ANGELES POLICE DEPARTMENT



DARYL F. GATES
Chief of Police

TOM BRADLEY
Mayor

P. O. Box 30158
Los Angeles, Calif. 90030
Telephone:

(213) 485-3202
Ref#: 8.2.2

June 19, 1987

Mr. John Otto, Acting Director
Federal Bureau of Investigation
Washington, D. C. 22035

Dear Mr. Otto:

On May 12-14, 1987, the Los Angeles Police Department sponsored a seminar concerning criminal personality profiling which featured the following instructors from the Federal Bureau of Investigation's Behavioral Science Unit.

Supervisory Special Agent [redacted]
Special Agent [redacted]
Supervisory Special Agent Robert K. Ressler
Supervisory Special Agent [redacted]

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The seminar, which was attended by 120 investigators representing 14 law enforcement agencies, was the first of its kind sponsored by this Department. The information presented was both relevant and useful. My staff has informed me that the instructors have received many accolades from those in attendance for their outstanding presentation.

On behalf of the Los Angeles Police Department, please extend my personal thanks to Agents [redacted] Ressler and [redacted] for their assistance and cooperation. The success of this seminar is an obvious reflection upon their commitment to excellence. They are to be commended for a job well done.

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b7C

Very truly yours,

[redacted]
[redacted] Assistant Chief
Acting Chief of Police

b6
b7C

December 17, 1966

Mr. Robert E. Rossler
Federal Bureau of Investigation
Quantico, Virginia

Dear Mr. Rossler:

The article entitled "The Violent Criminal Apprehension Program VICAP: A Progress Report," which was prepared by you, Mr. Kenneth A. Hanfland, and Mr. James B. Hewlett, has just been published in the December, 1966, issue of the FBI Law Enforcement Bulletin.

I want to extend my appreciation for your time, efforts, and preparation of this article. For your dedication and resolve, I commend you.

Copies of this issue were previously sent. If you need more, contact the Bulletin staff in Room 7659, FBIHQ. Again, may I extend my appreciation for your contribution to the Bulletin.

Sincerely yours,

William H. Webster
Director

- 1 - Mr. J.M. Greenleaf
- 1 - [redacted]
- 1 - [redacted]
- ① - Personnel file of SA Robert E. Rossler

NOTE: At the request of Division 2, Special Agent authors are being sent letters of appreciation for LEB articles as are already sent non-FBI authors as a matter of policy.

SAZ:jnb (6)

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December 16, 1985

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Mr. James D. McKenzie
Federal Bureau of Investigation
Quantico, Virginia

Dear Jim:

Please convey the Records Management Division's appreciation to Supervisory Special Agent Robert K. Ressler for an outstanding and informative presentation at our Annual Clerical Conference on 12/9/85. Mr. Ressler explained in great detail the FBI's involvement in the Violent Criminal Apprehension Program which was unknown to a majority of the employees. His presentation was very well received and many favorable comments were expressed.

I appreciate your cooperation in permitting Mr. Ressler to spend the day with us.

Charles P. Monroe
Assistant Director *CM*
Records Management Division

1 - Mr. Monroe
1 -
1 - Personnel File of Robert K. Ressler *XO* **REC149**

RDP:jag

(4)

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Tech. Servs. _____
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Director's Sec'y _____

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NOV 19 1986
MAIL ROOM ☒ *sent directly to*

January 11, 1988

Mr. Howard E. Rudolph
Chief of Police
Cleveland Division of Police
1300 Ontario
Cleveland, Ohio 44113

Dear Chief Rudolph:

It was thoughtful of you to write concerning the training efforts of Special Agents Robert Ressler and [redacted] at the Criminal Psychology-Sexual Exploitation course held at your academy. The FBI is pleased to offer presentations of this type to local and state police, and I am sure Agents Ressler and [redacted] were happy to be of assistance. Your favorable remarks will be brought to their attention and I am sure they will be grateful that you wrote. Please let us know if the FBI can be of similar assistance in the future.

Sincerely yours,

William S. Sessions
Director

- 1 - Cleveland - Enclosure
Attention Police Training Coordinator: For information.
- 1 - Mr. Greenleaf - Enclosure
Personal Attention: Bring to the attention of SAs Robert K. Ressler and [redacted]

① - 67-633303 (Robert K. Ressler) - Enclosure

1 - [redacted] - Enclosure

Exec AD Adm. — 1 - [redacted]
Exec AD Inv. —
Exec AD LES — NOTE: Bufiles reveal that Chief RUDOLPH is a graduate of the
Asst. Dir.: 110th Session of the FBINA, and there is nothing to preclude this
Adm. Servs. — reply.
Crim. Inv. —
Ident. — BHM:rfw (6)
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Off. Cong. —
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Tech. Servs. —
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Telephone Rm. —
Director's Sec'y —

MAIL ROOM ☒

FBI/DOJ